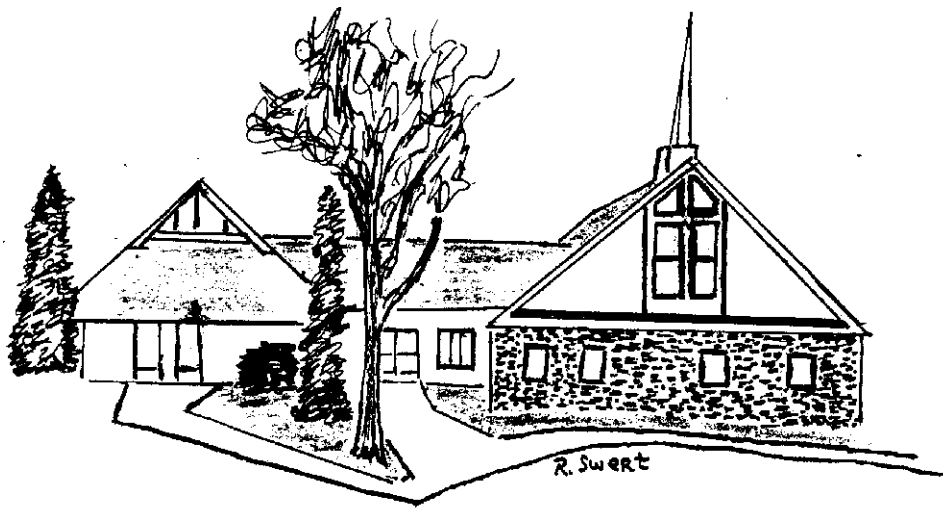

UNITED CHURCH OF CHRIST EAST GOSHEN

2023 ANNUAL REPORT

“Together with God’s help, we will grow in faith and service.”



Presented at the Annual Congregational Meeting

January 28, 2024

United Church of Christ East Goshen
1201 N. Chester Road
West Chester, PA 19380
610-692-2951
office@ucceastgoshen.org
<https://ucceastgoshen.org>

Table of Contents

<u>Item</u>	<u>Page</u>
Meeting Agenda	3
January 2023 Annual Meeting Minutes	4
November 2023 Congregational Meeting Minutes	13
Pastor's Report	16
Music Director's Report	18
Membership Statistics	20
Membership Data	21
---Council Reports---	
Building & Grounds	23
Addendum to Building & Grounds Report	24
Congregational Life Committee	25
Spiritual Life Committee	26
Worship Committee	27
Pledge Report	28
Balance Sheet Dec. 2023	29
Actual v Budget Performance	31
Notes from the Treasurer	35
Proposed 2024 Budget	37
Thoughts About the Proposed Budget	42
Nominations for 2024 Council Positions	43

2023 UCCEG ANNUAL MEETING

January 28, 2024

AGENDA

Welcome of Members and Friends

Call to Order / Confirm Quorum

Opening Prayer

Council Reports

2023 Financial Year End Review

2024 Council Nominations

2024 Proposed Budget

Closing Prayer and Adjournment



Minutes from the UCC East Goshen Annual Meeting – January 29, 2023

Bonnie Yost welcomed and greeted everyone.

Call to Order/Confirm Quorum

There were twenty-two members in attendance: Beth Sayler, Cheryl Litzke, Scott Burkhart, Dawn Lawhon, Elwood (Woody) Gotshall, Pam Onyx, Andrew Grim, Avalon Wittig, Chuck Gosselink, Don Rising, Todd Speece, Carol Swingle, Bonnie Yost, Steve Yost, Lucy Barber, Candice Keith, Andy Mahard, Cliff Keljikian, Jane Resides, Ann Boohar, Linda Ardao, and Bunny Watts.

In addition, Pastor Jocelyn, Susan Ward, Gloria Rising and Dana Kacyon were also present at the meeting.

Prior to officially starting, Bonnie Yost wanted to make sure everyone had an annual report from last year. Bonnie confirmed that we did have quorum, so meeting was called to order at 11:35 AM.

Pastor Jocelyn followed the welcome and call to order with an opening prayer.

Bonnie presented the minutes from last year's two Membership meetings (January 30 and September 5).

- Added Beth Sayler and Avalon Witting to the minutes has having attended the January meeting.
- Comment about correction from Chuck (pg. 8).
- Motion: Todd Speece presented a motion to accept both set of meeting minutes with the recommended corrections. Linda Ardao seconded the motion. Everyone was in favor is the motion to accept the meeting minutes; there were no votes to abstain; the motion was approved unanimously by all.

Pastor's Report

Pastor Jocelyn indicated she would address more at a later time during the Life Cycle portion.

Music Director Report (pg. 13)

Dana expressed how extremely grateful he is to be here and to be welcomed by all.

Membership (pg. 14)

Review of the list of members:

- Christine and Steve Bailey are still listed
- Rachel Night goes by Rachel Noel

Discussion: Woody asked about the upcoming deadline of February 23 regarding membership, do we reach out to people who are no longer attending? In addition, do we continue to reach out visitors? Pastor Jocelyn indicated that we do reach out to those who are no longer active. Lucy Barber added that last year there was an effort to reach out to all inactive members. This was done in an effort let give Pastor Jocelyn a feel of what was going on with membership and attendance. For many of those who left last year it was because of Pastor Angelee's departure. Carol Swingle noted that last year one family drove over an hour to come here to support Pastor Angelee. In addition, Carol also followed up with people who had been active members, including being teachers, but they have not followed up with her calls regarding continued interest and attendance.

Woody says it would be nice if we knew what the issue was. Bonnie confirmed that numerous people left due to the pandemic. Jane suggested making home visits - Bonnie said that we can't do cold calls! Jane said one of the reasons they came was because of people being personally invited.

Cheryl inquired if know if those who left are attending another church? She said her husband is turned off by organized religion. So, have people left church all together? Todd Speece agrees with Woody that we should ask why members are leaving. This church does a lot of good things, and we should not be shy about sharing all the good that we do. Todd has personally asked people, but they have not shared why they have left.

Woody said that this has been going on over 35 years - the issue of membership, finances, etc. Why are people leaving? Todd brought up the conversation we had with Rev. Kevin McLemore regarding the current issues. Beth Sayler says that we are extremely generous with individual gifts, but that the community does not know everything that we do.

Jane wanted to know if we should have members go out into the community. Beth talked about doing quilts and donating them - and being asked what church we are from. Gloria brought up the idea about taking a half page ad in the newspaper about putting something about the church.

Pastor Jocelyn said that we are going “down a rabbit hole” and are spinning regarding membership. She reminded us that she’s had great conversations during the fire side chats. Pastor Jocelyn reminded us that can’t be looking at the past but need to look at the future. She will be the one getting feedback (as a Pastor). Pastor Jocelyn says that we need to look forward by focusing on mission. More will be discussed during the Life Cycle of the Church.

Woody says that we need to learn from the past and do move outreach/advertising at West Chester University & Hershey’s Mill. Maybe a Bible study at Hershey’s. Bonnie has suggested that this conversation should be addressed under growth. Linda says that if you have a passion for growth, then you need to join the committee (not just talk about it).

Pam needs to know how to join the committees - everyone here is listening to the conversation, so knows how to reach - reach out to the Pastor, who is in charge of the respective committees.

President’s Report (pg. 18)

Bonnie hopes everyone has read the report. She reminded us that it has been a busy year - we started with no Pastor or Music Director and subsequently lost the Administrative Assistant. We are now fully staffed!

Building & Grounds (pg. 20)

No further comments (refer to the report)

Mission & Outreach (pg. 21)

Anne Boohar would like to thank everyone for their support. There is a lot of information in the report regarding mission & outreach. We continue to support Natalie in Peru who is pursuing her nursing degree. This is her last year at university. \$5,431 extra dollars was donated plus about 500 pounds of food was donated.

Worship Committee (pg. 22)

No further comments (refer to the report)

2022 Financial Year End Review

Stewardship Results (pg. 24)

Todd Speece indicated that 19 giving units pledged last year, while this year 21 people have pledged. The amount pledged (listed in increments of \$2,000) is slated on page 24. If each of the pledging units could move up one level that would be a way to help the church with stewardship.

Bunny thanked Todd for reaching out to people - she knows that takes time.

Balance Sheet - December 2022 (pg. 25)

Beth Saylor indicated that she took over at the end of the year (when Todd Layser left). Corrections have been made in the PowerPoint, which are different in the reports handed out.

In the Edward Jones we ended the year with \$20K, of which \$6K is reminder of the gift from Char Gosselink to earn some interest. Available cash for the year is \$12K. So we ended with about the same amount as last year. The Pastor and Treasurer now have credit cards, so there is no need for reimbursement. Blessing of the Animals went out in January; Giving Tree has been dispersed. We over-sent money with money for One Great Hour of Sharing to Conference (but will be credited). We will still send something to be a One for Five.

Other liabilities \$9,048. Mortgage should be paid off in 2024 (\$481.84 is the monthly payment). In regard to conference - they brought the property and build the fellowship hall. They also gave us money to pay our pastor after a set number of years. The Conference no longer has a claim to the building (when we pay off the mortgage). If the church were to close, it is our understanding that 100% of the money would go to the Conference. It is called 'Legacy' and you indicate how you might want that money to be used. All this is done through Quickbooks.

Steve Yost wanted to know what our Equity is (so what is our asset for building and grounds).

2022 Actual Vs. Budget Performance (pg. 27)

Ended better than the budget, but still with a \$7K deficit. The gift from Char helped narrow that gap. We also didn't have expenses for a pastor, music director for eight months and about three months without an administrative assistant. We do our accounting on an accrual basis.

Pastor Jocelyn started in March – we are still nowhere near suggested conference guidelines. Income was less than budget date-to-date and budget \$6K for special projects, which we didn't do.

Anne wanted to know where Max was paid - Beth confirmed through Ministry. Carol noted that loose offerings were higher than budgeted.

Expenses were under budget. Pastor Jocelyn noted that the cell tower taxes have not been paid. Per Beth, Steve is working on this issue since we have paid out, but it has been reimbursed. Hopefully we will get the money back again.

Building & Grounds was a bit over budget. Heating oil was one of the biggest expenses.

Ministry is *under* budget, but guest budget is *over* budget. It sort of evens out in the end. The mix-up with OCWM noted and should balance itself out over the coming months. Programs were under budget - hopefully with the combination of committees we will do a better job of sharing.

Bonnie requested a motion to accept the 2022 financial report subject to audit. Todd Speece moved that we accept the motion to approve the Treasurer's Report end year report. Lucy Barber seconded the motion to accept the reports subject to audit.

There was further discussion regarding a question about the PayPal fees from Susan about the church covering these fees. Beth needs to research. \$4,005 was paid to our Church's wider mission.

Don wanted to thank Beth and others for their work on finances.

Bonnie asked for a vote to approve. Everyone was in favor is the motion to approve the financial budget; there were no votes to abstain; the motion was approved unanimously by all.

Life Cycle of a Church (slides are available at the end of the minutes)

Pastor introduced the Church's life cycle, which is a bell curve.

Slide #1: Start of the church and increased growth of the church based on the vision of the pastor and are a healthy and solvent church. Eventually you hit a peak....if you start to lose a peak and catch it in time, then you can re-vitalize. If you miss that point, you remain at a line of sustainability. Some budgets struggle others don't. It's a point where you need to start to make decisions, otherwise there is a decline toward a "dying church". About 90% of the churches who notice this can make it or break it.

Slide #2: Second bell curve visual, where structure is right before ministry. Then you start going down and there is nostalgia, then questioning. Astor Jocelyn doesn't really think we are quite a polarization (and the next stage is dropout).

Slide #3: Another visual, which is a lot like our personal growth cycle, where we want to settle into our maturity. Unfortunately, we are sort of in the Empty Nest stage, where we really do not all know what our vision is. This is what we need to create.

Slide#4: RIGHT NOW - need to decide and we can redevelop, define and rebirth. It is going to take everyone's commitment- in the end we are going to vote with our feet. Presence and energy are required. Certainly, understand that we are all busy, but we can still participate (be all in as you can be).

Pastor Jocelyn wanted to bring this up at this point in time before budget. We have a \$40K budget deficit and several openings for service. Growth happens only through growth and mission. Being engaged in your community - what is our niche? As we do that, how do we become sustainable?

Discussion:

Woody wanted to know, regarding the 2nd slide: what happens when beliefs and missions change? What is the belief that this church was founded on? Has the belief changed? Beliefs are not static?

Pastor Jocelyn then addressed target market? It's hard - structure - this is the way we've always done it. So, we need to go back to see why we were established. Goals will shift and re-evaluate. Need to look at growth, revitalization, rebirth/redevelopment – who is our target market? How do we want to draw-in? Is there a match? Need to find a target market that resonates with who we are and that widens our tent. There will be different ideas of fellowship, mission, service. It's hard – need to break away from the past structure. Need to be open to consistently going back to seeing what is serving us or not.

Carol talked about a sign that we had outside that said "Black Lives Matter" impacted some members.

Pastor is a strong believer that Jesus came to shake things us up! Lucy indicated that one of her main observations in her professional life where you have to step away from your belief and take a deep look. When we suggest things that have not been done in the past and the answer is no (because it has not been done in the past). Need to have flexibility. We started with a wider group of people with Roots & Roofs which had to be done into a different service because they would not be adopted.

Pastor - new ideas are so important, so that we can rebirth, redeveloped, and redefine.

Cheryl said that we should celebrate who we have been and need to go forward. In the past she'd been so judgmental of others - history is important but we need to move forward. Where are we with change? How does it threaten us?

Woody says there is more to come.

Susan indicated she was looking for a church prior to the pandemic, that was flexible (first came for a baby shower). She was concerned with how much politics was preached. She learned from Pastor Jocelyn regarding what social justice was 50 years ago, compared to today where they are tied into politics. Does have concerns about the budget but believes it's important to stay in a church to give it a chance. How is the church relevant to the community?

Lucy wanted to know if the UCC from top down been very open to social justice. Carol says that since the UCC has been around since 1957 social justice has always been a part of its mission.

Dana (friend & employee) believes he has a unique view - pleasantly surprised about the information he received in an email regarding the position. He's positive that we see a constant group of people week in and week out.

Pam says that we should remember that have been some through some odd times between Covid and losing a long-standing Pastor. Doesn't think it's all bad.

Bonnie wanted to address the search committee for a new pastor (comprised of Cliff Keljikian, Beth Sayler and XXXXX). Pastor McLemore said that we are an appealing church because we are open and affirming. He said that "shared ministry is the future". This means that it could entails:

- Share a pastor (there aren't as many pastors as possible to go around) - doesn't have to be with another UCC. At the conference level they know what other churches are also looking for a share pastor.
- Sharing our building and grounds. We already do that with Making Music and AA, but we could do much more. Sharing our bundling with another congregation that is looking for a building.
- Sell the building and move into a rented space (where the upkeep would be less)

Bonnie indicated that we all need to discuss this in the coming months during regular monthly task-oriented meetings. All of this needs to be doing prior to the search of a new pastor.

Carol asked for clarification regarding these meetings. Pastor Jocelyn said there would be a town hall, and then subgroups which will research options. At the subsequent meetings each group will present their task and decide on what was researched.

Todd wanted to emphasize what Rev. McLemore said about shared ministry - there has been concern about this topic. He said that about one third of PSCE ministry are already doing shared ministry.

Pastor Jocelyn stressed that from a budget perspective, sharing a pastor is more affordable (not just from a salary about, but also for health insurance, etc.) The Southern Baptist are heading down the bell curve and the UCC is ahead of the curve by revitalization through shared ministry.

2023 Proposed Budget

Pastor Jocelyn has requested that we do not nit-pick trying to shrink the deficit. We are going to pass an ethical budget and agree that we will have a deficit and we are committed that the future is share ministry.

Linda Ardao wanted to know, how is it that in the past we have had a deficit, yet somehow managed to pay our bills? In the past some Council Members have been a little more generous in helping to cover some of those expenses.

Beth said that not everyone pledges. In 2022 the pledges were \$119K, but this includes non-pledgers who have given in the past. So, this year; the actual confirmed pledge total is \$101K, and estimating that \$15K will come from unpledged givers. This total amount is close to last year (but it's an estimate). Last year the cash in the bank was better than our deficit. This year we are starting with \$12K but have a \$40K deficit.

Pastor also said that some programs/committees don't always use their budget. We have always used salaries and building & grounds. In addition, there are other people who will buy supplies and do not ask for reimbursement (so we don't know how much is actually spent).

Todd said that one of the reasons we were able to overcome our budget was because we were not fully staffed. Lucy has said that we've always had something that has helped us - PP loans, Pastor Angelee leaving (so ten months), etc.

Beth continued by saying she hoped that we are able to get refunded for the Cell Tower Tax; she noted that loose offering is always a guesstimate; that Amazon Smile is going to stop (\$50); miscellaneous includes use of building (Making Music, AA, Polling - takes too long to come through), Daylily, etc. is a little more than last year.

Pastor said that we are renting at 70-80% of the value to AA, Making Music, etc. Dana wanted to know if we can actually rent the space - Beth confirmed that it's actually a donation.

Special projects is budgeted to \$7K (not \$13K) - not a full fledged Apple Butter Festival (trying to be realistic with what we brought in last year).

Income is estimated at \$132K.

Expenses - electric is stable/constant, but everything else is going up, particularly with building and grounds.

Ministry - there are three columns (had we budgeted for a full year). The numbers for the staff include a 3% increase after six months and another 3% after a year, for a total of 6% (as recommended by Conference guidelines for a cost-of-living assessment). Pastor Jocelyn has adjusted her hours to 3/4 time to be compliant with Conference recommendations, which includes working 10 hours less and added vacation time). It's all based on expertise).

Lucy inquired about sharing about shared ministry and how that would break down. Per Pastor it would be costs would be shared costs in regard to health insurance, housing, social security, etc. In the long run we would likely be 3/4 time for the Pastor (30 hrs per week). Unless we are able to get additional income through use of the building.

Susan inquired about the recommended guidelines from conference. Pastor Jocelyn explained expenses regarding housing, health insurance, etc. which the splits are totally decided by Pastor Jocelyn for herself.

Updates included Spiritual Life (was Christian Ed & Growth) and Congregational (used to be Mission & Outreach). Meetings used to be for people to go to meetings (not sure if that is still the case). Zoom fees are about \$16 a month or use something that is free. Should be moved to Office & Postage.

Lucy indicated that last year we decided that OCWM would always be an expense, so why does it continue to be under Programs? Pastor said that come congregations pledge OCWM under expenses.

Stewardship is two years' worth of envelopes. So total program is almost equal to last year. Hoping to get reimbursed for tower taxes. Lower income and higher expense.

Bunny Watts moved that we accept the proposed Budget for 2023 with the understanding that we all agree that we will pursue a shared ministry (with possibly one of the recommended suggestions as noted above). Andy Mahard seconded the motion.

Further discussion: Bonnie went over the suggestions of the shared ministry before a final vote. Woody wanted to know if finding another congregation, it would not be merging. He asked about St. Paul. Pastor Jocelyn said it would be a two-point charge. We would each keep our own building. St. Paul's has a very good endowment. Carol said that any place that you notice any signs about churches meeting in public places might be interested in our space. Bonnie confirmed that flexibility is certainly important! No further questions or comments.

Everyone was in favor is the motion to accept the budget with the understanding that we will pursue options for sustainability, including shared ministry; there were no votes to abstain; the motion was approved unanimously by all.

Nominating Committee Slate for 2023

There is no President, Vice-President, or Assistant Treasurer. As per the by-laws, all that we officially need to proceed is a Treasurer and Secretary - Beth Sayler and Candice Keith, respectively, will fill these two roles. Please let Pastor Jocelyn know if you are interested in any of these positions. The Congregational Meeting will be run by Pastor Jocelyn - this would be OK for this year only.... Pastor said that one of the reasons people are leaving is because how leadership is being done.

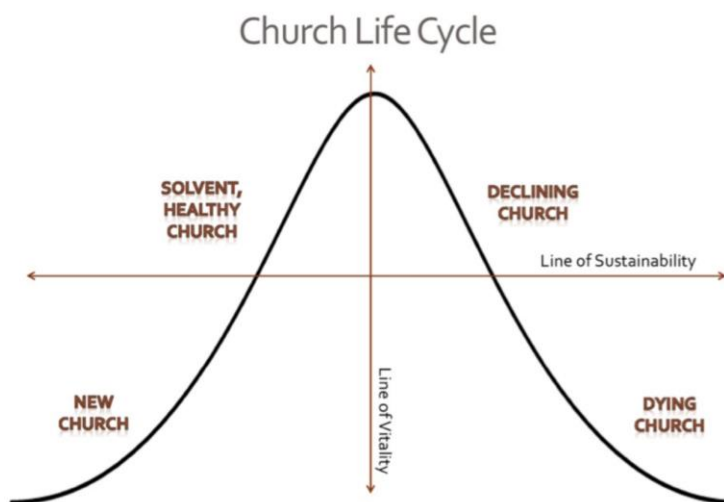
Anyone interested in being President or Vice-President?

- Lucy Barber will co-chair Congregational Life with Ann Boohar, to concentrate on Fellowship.
- Bunny is looking for a someone to help co-chair the Committee Meetings
- Don Rising made a motion that we accept Lucy Barber as co-chair of Congregational Life along with Ann Boohar; Woody seconded. Everyone was in favor is the motion to accept the motion; there were no votes to abstain; the motion was approved unanimously by all.

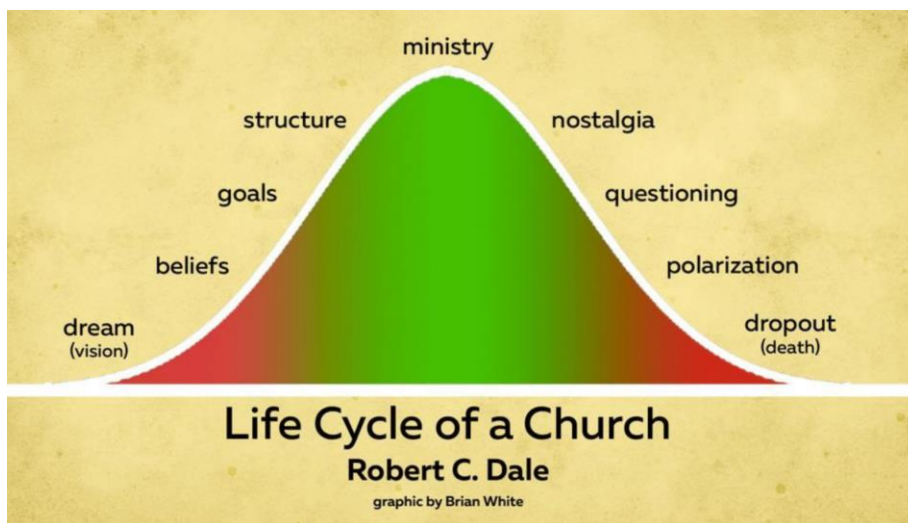
Todd Speece moved to adjourn the meeting; Cliff seconded.

Closing Prayer & Adjournment
Closing Prayer by Pastor Jocelyn
Meeting was adjourned at 2:19 PM

Slide #1

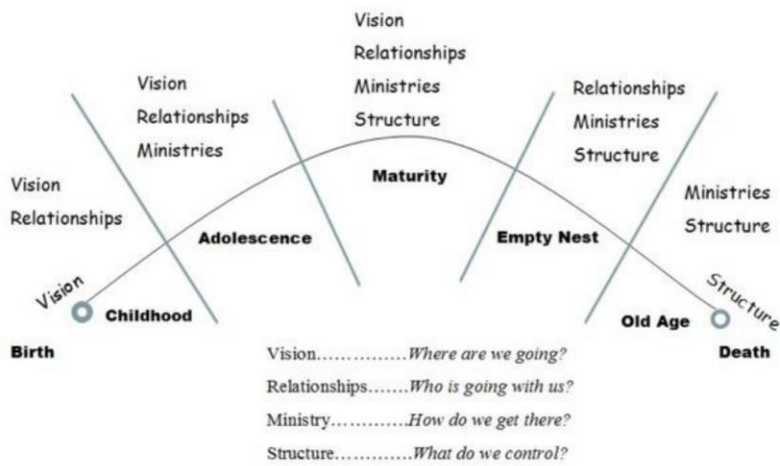


Slide #2

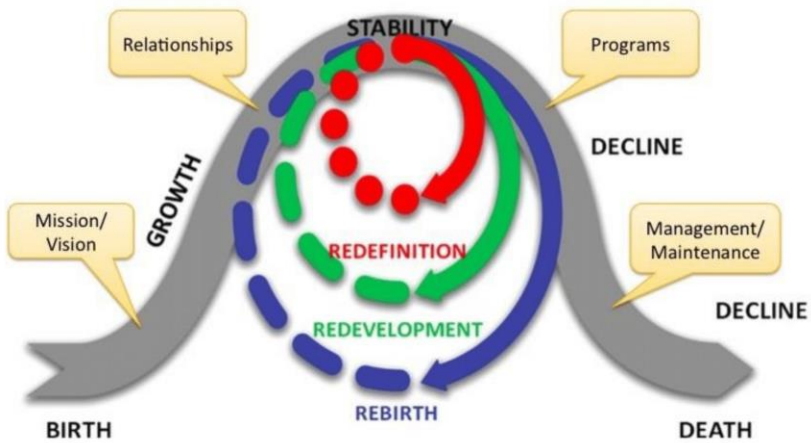


Slide #3

Life Cycle of a Church



Slide #4



November 12, 2023 – Congregational Meeting

Meeting was called to order at 11:42 AM

Members in attendance: Linda Ardao, Lucy Barber, Ann Boohar, Scott Burkhart, Denise Casey, Chuck Gosselink, Andy Grim, Candice Keith, Andy Mahard, Don Rising, Beth Sayler, Todd Speece, Carol Swingle, Bunny, Watts, Susan Ward, Avalon Wittig, Bart Yost, Bonnie Yost, Steven Yost. In addition, Gloria Rising, Greg Sayler, Rick and Susan Morey were also part of the meeting and allowed to vote.

Pastor Budget sheet was distributed and reviewed to explain the difference between a $\frac{3}{4}$ pastor and a $\frac{1}{2}$ pastor.

Recap from last couple of meetings:

- Stay as we are, which entails keep the building and have a $\frac{3}{4}$ pastor (but would have a \$47K deficit)
- Stay in this location with a $\frac{1}{2}$ time pastor (20 hrs a week, with half of those hours dealing with Sunday service and prep (and that may not include every Sunday). There is limited time for pastoral care, therefore there would be more responsibilities for members, which included a full council to include a president and vice-president.)
- Kept shared ministry, but lower on the list (it will take 12-18 months)
 - Need to have flexibility with the other congregation
 - Get help from the conference in finding a shared ministry
- Tabled merging as it is a 3-to-5-year process

Today's goals are to decide benchmarks of what we will do in the next six months. Need to vote on the following:

Vote #1: Can also consider $\frac{3}{4}$ pastor but would have to sell the building. (10 green, 10 yellow, 2 red)

- Things to consider if we sell the building:
 - Need a place for financials

Vote #2: More easily accessible at this point is $\frac{1}{2}$ bi-vocational pastor while staying at this location. (12 green, 9 yellow, 0 red)

- Renting space is an option, but it takes work to find organizations to use the space
- Can also make the space as inter-faith

Discussion on yellow and red votes regarding the above votes:

- **$\frac{3}{4}$ Pastor and selling the building**
 - What does that look like?
 - Where do we meet? Would get help from a realtor
 - *If we had ideas/suggestions as to where we meet, would that be helpful to those who are concerned?*
 - *Need to sketch out a step-by-step plan*
 - Agreeing on the "where" could cause division and loss of membership
 - *We are trying to use a consensus process and we will take the time to find a place that will work with everyone*
 - How long would it take to sell the property and have a balanced budget
 - *This is a concern for whichever option is selected – it's on both sides.*

- The challenge of change...
- There is a connection to the land/building
 - *Need to seriously consider grieving and moving away from the building and the land, and need to tell and honor the story*
- We just paid-off the mortgage
 - *We are going to celebrate paying off the mortgage*
- **½ bi-vocational**
 - Lacking in leadership (even with a ¾ we should have a full council)
 - *If we don't fill the Council in January, may need to consider legacy*
 - *Job descriptions will be made available for those interested*
 - Balance in division of jobs and focus on responsibilities of the pastor
 - *Will need to trust that when the pastor is doing their job, that they will be focused on holding the boundary. It is perfectly find to ask this question when interviewing.*
 - We need to be selective in who we rent the space to (we do not have the ability to individually seek renters, but should work with a realtor) and will we have enough money to help with the budget deficit?
 - *It's an issue on both sides*
 - *Would need to set-up benchmarks*
 - If we convert the space to be interfaith or rent space to another congregation, it would/might take away from who we are....
 - *This is the same as dealing with grief – it's a slow process and need to honor the space*
 - Feels like we are making ourselves as less...

Follow-up conversation/discussion

Where does God have work for us to do? Cannot get here if you do not have a car – if we were in West Chester, people could walk to church. If we remain here, will continue to be white. There are lots of creative ways to find a place to gather.

Need to have benchmarks for either option to ensure money is not burned and we are meeting goals of membership, spirituality, etc. By having benchmarks, then the next pastor that is hired is aware of expectations.

What about setting up a capital campaign?

Retired clergy are helpful on a case by case scenario, but it's not a long term solution as is status quo and will not allow for us to grow. As a reminder, there are not enough pastors to fill positions and that shared ministry if the future.

- The building is an asset – what do we do with it?
- We need a pastor to help us decide what to do with the building

Hybrid recommendation (most votes were green, there one was one yellow):

- Keep the building
- Go ½ time with Pastor

- Create your benchmarks and if you don't meet the benchmarks within a certain amount of time, then you are back to the lists to see where we go:
 - Growth
 - Outreach
 - Leadership
 - If we are not filling the building, then we sell the building
 - If we need more Pastor time, then we sell the building
 - Council takes on the benchmarks in January (after the mortgage burning) and before the annual meeting
 - At the Annual Meeting we vote on a new council so the 1st benchmark is to have a full council (President, Vice-President, Treasurer, Secretary and four Committees; plus a Financial Secretary that does not serve on Council)
 - Pastor Jocelyn will request that Megan email the By-laws and job descriptions to all members
- Benchmarks should be geared toward vitality, not legacy.

We have reached consensus!

Beth moved that we adjourn the meeting; Ann seconded the motion.

Meeting was adjourned at 1:46 PM

Minutes were taken by Candice Keith

Pastor's Report

2023 has been a challenging year. We presented a huge deficit budget at our 2023 Annual Meeting along with a Council slate that was not full. That meeting brought about the decision to enter into a discernment process about how we should proceed as a congregation.

We created three task forces to gather information: the Pastoral Task Force, Rent the Building Task Force and Sell the Building Task Force. The Pastoral Task Force met numerous times with Associate Conference Minister Kevin McLemore and brought back to us a proposal to seek a ½ time Bi-vocational Pastor. The Sell the Building Task Force did research, met with a real estate agent and brought back to us an understanding that renting the space to fit a ¾ time Pastor was not feasible. The max we can receive from renting out the Christian Ed wing is about \$22,000 minus a 5% commission from the agent for a 7 year lease. The task force discerned this would not be the best way for us to proceed. We cannot guarantee a 7 year lease in our current financial state. They turned to the challenge of finding another congregation to share our space.

Over the summer and while I was on vacation, three of our members went to a PSEC shared ministry event. Upon my return from vacation, we talked about what they learned. This conversation brought about a shift in our discernment process. The Council, having listened to their learnings, decided to enter into a consensus process to discern whether we should (1) stay as we are, (2) shift to a bi-vocational pastor, (3) look into shared ministry, (4) merge with another congregation, or (5) close. This consensus process began with two Townhall Meetings in September to look at the current state of UCCEG and the hopes UCCEG has for its future. Then we entered into congregational meetings for discernment, coming to consensus in November. The decision was a middle road – to move forward with a ½ Bi-vocational Pastor and keep the building AND create benchmarks that UCCEG needs to meet as we move into the future. These benchmarks will keep us growing and moving toward vitality instead of letting us shrink and pull back. The first benchmark is now at our Annual Meeting – that we will have a full slate for Council and Officers (minus Assistant Treasurer). In 2025 we will have a full slate including Assistant Treasurer.

This was a lot of work. It was hard work. We learned to communicate more clearly and listen more deeply.

In the midst of this challenging discernment process, we worked hard to fund the budget deficit and pay our bills. The Council asked members to frontload their pledges and we are grateful for those who were able to do that. That kept us going through the lean months of the summer. We did two successful fundraisers: Fall Festival and Christmas in July. Christmas in July helped us fund some of our budget line items and pay off our mortgage! Fall Festival brought in the funds we needed to make it through October. Thankful for the work of Steve Yost in persisting in obtaining the reimbursement of 2022 cell phone taxes that helped fill the deficit. We plotted along close to crisis until November when we came to our first full-on financial crisis with \$156 in our checking account and payroll looming before us. Thank you to an anonymous donor who gifted above their pledge allowing us to make it through to mid-December. Somehow, we have made it through a difficult budgeting year. Thanks to everyone's generosity and the grace of God.

Yet, while we were struggling with discernment and finances, we continued our ministry and mission. We offered Lenten Soup and Prayer, continued our Café Script study of Genesis (finishing Genesis in Dec), had our second annual Pride Worship after participating in Pride Fest, and offered Blessing of the Animals. Thanks to Susan Ward and Bart Yost we have offered hybrid worship almost every Sunday this year, the bell choir began again, the choir program grew, mission and outreach was weaved into our worship and more!

We finished our year with a fun and fabulous Christmas Eve intergenerational pageant. Read the annual reports and be in awe at what we accomplished this year!

We indeed shifted our ministry and mission more toward vitality. In 2024 we hope to continue that by beginning to offer in-person mission opportunities as well as shared ministry experiences in worship, education, mission and more.

We do have more work to do toward our vision. We will need to revisit our discernment decision as we gain new information.

Friend and members, I invite you to celebrate the year you have had! Celebrate the work you have done. Celebrate the ministry you have offered. Celebrate all that happened this year. This is why I have asked each chair and officer to write their report in the form of a story and blog. I want you to read the depth of what we did. Allow their words to empower you for this coming year.

Blessings,

Pastor Jocelyn



Music Director's Report

Music is a foundational element at United Church of Christ East Goshen and it is an honor to share a part of the traditions and passion this community has for its mission in music. Last year, when I became a part of this community, I immediately saw the care and enjoyment that many members had each week for its music in worship. My mission for this past year was to provide opportunities of music making and enjoyment for all members of the congregation through singing, bell ringing, and fellowship - all to bring us closer to each other and to God. I hope that these goals were met, while also understanding that there is much more work to do!

For example, this year we planned our first open mic night in years. I have heard that in the past they were called "cabarets" and were planned a little bit differently. The worship and music committee wanted to bring more opportunities for others in the community to get to know the church and participate in events, while also giving opportunities to members of the congregation who don't normally participate in activities such as choir and bell choir. This event gave a chance to showcase their talents or simply enjoy the show. I was very proud to see new faces at this event as well as members perform music and poetry!

Another example is the ways we included special music this year. As in the past, we are thankful to have members of the congregation participate, such as the Yost family and some new soloists: Will Barber and Linda Ardao. We were also able to bring in new professional musicians to share their talents such as a trumpet player and accompanist during our Easter worship, a clarinet player for our Pride worship, and an accompanist for our cantata. I pride myself with leading a group of singers interested in singing music from a diverse array of composers from the LGBTQ community, black community, and women. Without the fundraising and supportive community we have we would not be able to welcome these wonderful performers into our worship each Sunday nor sing this new diverse music.

Lastly, one of the biggest achievements this year was our performance of our first cantata in years: *When Love Was Born*. The choir began rehearsing for it back in October. This was no small feat; to learn and perform what is essentially five anthems in a row in a single worship service requires the dedication of its members. And although we are small, to quote choir member Don Rising, we are "small but mighty". It was also an opportunity for members of the congregation to join us who aren't normally singers. It was fun to have a handful of narrators join us for this performance!

These accomplishments do not go without their challenges. While we are thankful to have a dedicated community of singers, it requires participation each and every week from a small group of people. Some weeks people are away or sick. If just two or three members are away, it severely impacts the rest of the group. Often this is outside anyone's control, so I will continue to focus on recruitment next year. The music committee's hope and goal for 2024 will be to continue opportunities for music making through worship with a focus on recruitment and extra activities for members of the congregation and outside community alike.

I would like to thank everyone who has participated in special music this year, including Marty Meyer, James Robison, Cassidy Mao, Liam Mitchell, Cathy, Lily, and Eva Yost, Will Barber, Linda Ardao, and Melanie Eberhard. I would also like to thank Megan Bartlett and Pastor Jocelyn for their help with hymns, liturgy, and preparing the bulletin each week. Events throughout the year could not have happened without Greg Saylor, Todd Speece, and Carol Swingle. Thanks must also be given to our narrators for this year's Christmas cantata: Bonnie Yost, Richard Morey, Scott Burkhart, Susan Ward, and Lucy Barber with special thanks to Susan Ward for her extra help.

Last but not least, a huge thank you to the members of the choir who dedicate their time and energy to preparing beautiful music each Sunday. The passion this church has for music is inspiring. Thank you to Andy Grim, Linda Ardao, Todd Speece, Don Rising, Cheryl Litzke, Beth Sayler, Denise Casey, Carol Swingle, Bunny Watts, Andrew Mahard, and Sara Beam.

Respectfully Submitted,

Dana Kacyon, Music Director



UNITED CHURCH OF CHRIST EAST GOSHEN REPORT OF MEMBERSHIP STATISTICS FOR 2023

Submitted by UCC East Goshen Church Council

The following list reflects our active membership. These numbers reflect a review by the Council and Interim Pastor. Any member or friend who has been removed or listed as inactive who wishes to remain on the Membership list of UCC East Goshen or have their membership transferred to another UCC Church should contact the Church office.

New Members Received: 2

6/4/23 – Rain Willover was received as a new member of UCC East Goshen.

11/12/23 – Susan Ward was received as a new member of UCC East Goshen.

Transferred Memberships: 0

Members Removed: 3

12/6/23 – Penny Williams asked to be removed due to moving out of the area.

12/8/23 – Andrea Testa and Stefanie Weikel asked to be removed.

Confirmation: 0

Baptisms: 0

Weddings/Marriages: 0

Deaths/Funerals: 1

4/10/23 – Bette Halberg

Membership Data for 2023

Membership as of 12/31/22	59
Members added in 2023	2
Members died in 2023	1
Members transferred in 2023	0
Members removed by choice in 2023	3
Inactive members removed/transferred in 2023	9
Confirmed members (plus 6 inactive) as of 12/31/23	48

**Unconfirmed Children
Connected through Parents
as of December 31, 2023
Total: 5**

Barber, Matilda
Barber, Rafael
Lawhon, Aaron
Yost, Harper
Yost, Natalie

**Membership List as of December 31, 2023
Total: 42 (plus 6 inactive members = 48)**

Ardao, Linda	Keith, Candice	Willover, Rain
Barber, Lucy	Keith, David	Wittig, Avalon
Barber, William	Keith, Sofia	Yost, Adam
Boohar, Ann	Keljikian, Cliff	Yost, Barton
Burkhart, Scott	Larsen, Christine	Yost, Bonnie
Casey, Denise	Lawhon, Dawn	Yost, Cathy
Casey, Steven	Litzke, Cheryl	Yost, Eva
Catt, Beverly	Mahard, Andy	Yost, Kyle
Gosselink, Chuck	Onyx, Pam	Yost, Lily
Gotshall, Elwood	Resides, Jane	Yost, Steve
Grim, Andy	Rising, Don	
Halberg, Walter	Sayler, Beth	
Jackson, Bonnie	Speece, Todd	
Kaufman, Karen	Swingle, Carol	
Keates, Beth Anne	Ward, Susan	
Keates, Brian	Watts, Bunny	

New Members (2)

2 new members were received into the congregation this year.

Removal of members

3 Active members were removed from the rolls by choice.

1 Active member died.

8 Inactive members were removed from the rolls this year in accordance with our Bylaws.

1 Inactive member transferred membership to another church.

Inactive Members (6)

In accordance with our church Constitution and Bylaws, the following members are now entering the third year (or more) of no or limited participation in the life of UCCEG, (no contact, giving, or attendance): Hayden Keljikian, Anna Lubnow, and Michelle Lubnow.

These members were recently contacted by telephone, email, or mail depending on the most recent contact information we have available. They were asked about their wishes in terms of membership: Active (re-engage in our Worship and Fellowship life), remain Inactive, or be removed from our rolls.

The following inactive members were also contacted and would like to remain on the inactive list at this time: Christine Bailey, Steve Bailey, and Pam Nelson.

Friends of UCCEG

Sara Beam

Maria McMenamin

Rick Morey

Susan Morey

Gloria Rising

Greg Sayler

Building and Grounds

It has been a busy year in Buildings and Grounds. The committee has been responsible for a variety of tasks, including changing light bulbs, adjusting timers/thermostats, lawn mowing, fire extinguisher inspections, snow removal, and unclogging toilets. There have also been a number of improvements around the building this year. These improvements have made the building a more comfortable and safe place for everyone who works and visits.

- Upgraded LED bulbs in office
- Completed Spring Clean Up
- Replaced bulbs and light sensor in parking lot fixtures
- Renewal of Oil/HVAC agreement
- Tree removal along driveway
- Installed key safe in office

Once again, Boy Scout Troop 21 lent a helping hand with our Spring Clean up. Their muscle and enthusiasm were invaluable, as it would have taken several days to spread 10 cubic yards of mulch without them. The Scouts were a pleasure to work with and we are grateful for their help.

The building is a multi-purpose facility that is used by a variety of outside groups, including Makin' Music and AA. The building also hosts a variety of other events, such as voice recitals, luncheons, and meetings. The Church is also used as a polling place twice a year.

There are several underutilized rooms around the building that could be repurposed for additional rentals. At the end of the year Pastor Jocelyn organized the cleanout of several rooms in effort to prepare them for use. In the coming year identifying rental sources for these rooms would generate additional income for the Church and help to offset the costs of maintaining the building. The Church is a valuable asset to the community and provides a safe space for people to gather and socialize.

There are a number of capital projects which need to be planned for in the upcoming years. The roof on the Fellowship Hall and Kitchen and carpet in the Fellowship Hall have been topics of discussion for the last several years. We will be looking at these projects again and receiving estimates for replacement. In addition, we may need to look at replacing the lawn tractor or reviewing our lawn maintenance plans. The tractor is not without some issues, but we also need to find a regular person to cut. We hired a lawn cutting service for the second half of the summer which was a significant increase on the budget. There is some money in the capital building fund, but these expenses need to be planned for and completed before they become a major issue (maybe not completed in 2024 but planned for).

To conclude, I would like to express my gratitude to everyone who has contributed to the upkeep of our building and grounds this year. Special recognition goes to Todd Speece, Steve Yost, Greg Sayler and Erik Nelson. The upkeep of the Church could not happen without everyone's help.

Respectfully Submitted,

Bart Yost

Addendum to Building and Grounds regarding Spring Task Forces

The Share the Space Task Force met numerous times between May and August.

Working with a realtor they learned that UCCEG could rent out the entire Christian Ed wing to an organization for a total of about \$22,000 annually for a 5-10 year lease. There would be a 5% commission charged by the realtor for finding the tenant for us. Although this sounds like a good number we must remember that it will increase our electricity and oil bills substantially. And with UCCEG's current financial challenges we would not be able to sign that long of a lease.

They also found that there are space sharing websites on the internet we can use to get our visibility out there for increasing one-time rentals. These do come with a small fee. The task force looked into Peerspace.com and one other. The biggest obstacle to increasing our one-time rentals is having someone present on site for each event, as well as someone coordinating the increased rental needs.

Although it will be challenging to find another faith community to share space, the task force discerned that this was the best option for UCCEG in our current state. Adding to this the possible use of space sharing websites for increased one-time rentals.

The Sell the Building Task Force worked with Swope-Lees Real Estate, a commercial real estate group that handles property analysis. They learned that the most profitable use for the property would be as a residential subdivision and estimated the value to be \$600,000 - \$800,000. The main driver of the value would be the number of lots in the subdivision.

Swope-Lees Real Estate also think there is value in trying to sell the land as in to be used by another church. The sale would be less than to developers.

It is important that we pay attention to the work of these two task forces as we continue to discern our way forward toward greater sustainability and viability.

Prepared and submitted by Pastor Jocelyn.

Information from Share the Building Task Force came from the Council minutes and members Lucy Barber and Ann Boohar.

Information from the Sell the Building Task Force came from member Bart Yost.

Congregational Life Committee

Committee members: Lucy Barber, Ann Boohar, Gloria Rising

Generosity is a mainstay of the people of UCCEG. As a congregation we reach out to our community and share our time, enthusiasm, openness, and material abundance. Many verses in the Bible speak of being good stewards, of caring for the needy, the child, the lost sheep, the refugee. In John 13: 34-35 Jesus says “I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another.” We try to do that by helping and generously giving to others in many different ways.

With the work of planting, weeding, putting in stakes, and watering the Gleaning Garden we were able to harvest and donate over 70 lbs. of vegetables to the West Chester Food Cupboard. We also donated many cans and boxes of non-perishable food and personal items throughout the year. The WCFC always receives our donations with enthusiasm and grateful smiles.

PRIDE Day, June 10th in Phoenixville, was a wonderful event. We combined with UCC-Valley Forge to share our message in the Spirit of Christ that “All are welcome here.” Members/Friends from both churches took part in this event by making decorations, handouts, and other projects and/or being there in person. There were four focus points – The Wheel of Blessings, Let Your Burdens Go, Letters to Transgender Youths and What Do the Pride Colors Mean to You? Many people of all ages stopped to talk with us and participate in these projects.

We are working with Safe Harbor Homeless Shelter in West Chester. Throughout the year we provided meals on holidays and for special requests. Most recently we donated blankets, coats, jackets, gloves, and other warm clothes. It was wonderful to see so many warm gifts under the Christmas tree in the narthex.

We supported Fostering Hope with pajamas for foster families, the Domestic Violence Center of Chester County with gift cards, Bethany Children’s Home with Christmas gifts, and Neighbors in Need with monetary donations for Oxford fire victims. Our donations to Bread for Children have supported Nataly in Peru for many years. We warmly congratulate Nataly on her graduation.

Even though we postponed our Blessing of the Animals, we welcomed our pets with their owners in the Fall.

In 2024 we hope to work closely with Safe Harbor so that we can coordinate our efforts and be more present with them. We also plan to continue our collaboration with UCCVF regarding PRIDE Day and possibly have other shared fellowship opportunities.

Many thanks to everyone who gave their time and generous spirit of love throughout the year to help others in Christ’s name.

Respectfully submitted,

Ann Boohar



Spiritual Life Committee

The main goal of this committee for 2023 was to implement the changes in the church's newly-organized Committee structure resulting from the recent by-law revisions. Most of the responsibilities of this Committee continue to be defined and developed. It had been our plan to have three or four programs (involving children/youth and adults, church members and the community at large) during the year.

This turned out to be a year of challenge to find the right programs to support the spiritual growth of our congregation and connect with the wider community. We do not have sufficient school-age children in regular attendance to mount a meaningful Sunday School program. In response to this reality there were several attempts at engaging parents in intergenerational learning activities after services on Sunday. Conflicting schedules interfered with this effort as well as plans to organize summer youth activities. Ideas that did not come to fruition included offering a pop-up Sunday School program when children attended worship, a faith-based parenting group open to the public, and a "Banned Books Story Hour." The Town Hall meetings in the spring, and the ongoing discernment process of the fall, also diverted a lot of focus and energy from starting new programs. A new weekly Prayer and Spiritual Life Gathering was started in the fall but was not attended.

However, church members had many opportunities to deepen their spiritual life throughout the year in the Café Script Bible study and Wednesday evening Lenten Soup and Prayer throughout the Lenten season. These were led by Pastor Jocelyn and organized by the Worship committee. Especially in the holiest time of the year it was good to find spiritual renewal in prayer and fellowship.

Earth Day worship deepened our appreciation and reverence for God's creation. Participation with Valley Forge UCC on Pride Day opened our hearts to fellowship with another congregation and allowed us to affirm the ever-present love of God for all in the LGBTQIA community. Christmas in July (and Christmas in December!) connected us with Christ Jesus, the wider community, and each other. Several Conversation for All Ages moments during worship services were used to hold up the inspiration of Holy Troublemakers and Unconventional Saints as presented in the work of author Daneen Akers. "Activity Bags" continue to be available for children to use during services.

I would especially like to thank Cheryl Litzke who faithfully served on this committee throughout the year. I also felt the support of Jane Resides, Bonnie Jackson, and Bonnie Yost who wrote notes of condolence and prayer to members in need. I know that many others in the congregation do this on their own as well. And I want to thank all of the parents and grandparents who shared their loved ones with us.

This is my vision for 2024. The Spiritual Life Committee should have 2 or more committee members in addition to the chairperson. Monthly meetings will help to maintain focus and momentum. At least two intergenerational learning experiences, two youth social events, and two programs that involve the public as well as the congregation, should be offered during the year. At all times the prayer life and spiritual development of the congregation are to be supported. How best to do these things is part of an ongoing discernment process.

Respectfully submitted,

Carol Swingle, Chair of the Spiritual Life Committee

Worship Committee

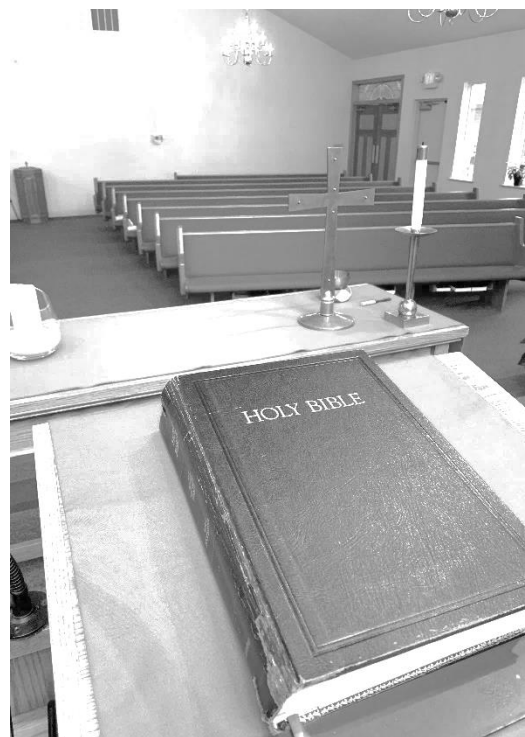
The focus of the Worship Committee is to coordinate with the pastor and director of music ministry the form and content of the worship experience. Its responsibilities include, but are not limited to, sanctuary readiness, altar care and communion. The committee also notifies the office administrator of the schedule for greeters, acolytes, communion servers and scripture readers. This year, the committee has met every 5-7 weeks.

This year, we are grateful to our Director of Music Ministry, Dana Kacyon, for providing a variety of musical experiences. We have heard special musical experiences provided by members and invited guest musicians and vocalists. Our dedicated, small, but mighty choir which offers us 4 part singing has provided music specifically selected in coordination with service themes provided by our pastor. For example at our "PRIDE service", the choir sang, "Everything Possible". Choir members have sung solos, we have sung "in the round" and have had the pleasure of listening to a selected trio of singers and sung to lessons and carols. This year, Dana organized a fun, diverse "Open Mic Night! We were treated to a lovely Christmas Cantata in December. A big, "thank you" to Dana for reenergizing a music program; one of the strong backbones of our service offerings. And the bells have returned!

We count our blessings for the leadership of our interim Pastor Reverend Jocelyn Emerson who has provided us with deeply spiritual, thematic, educational and experiential religious services. She has raised our awareness of the Black experience and other minority group's gifts and plight. She has invited us to enter into the "Interior Castle" as described by Saint Theresa De Avila and even had us revisit The Old Testament in a new way. In June, we had our "PRIDE" service to celebrate the gifts of influential LGBTQ people and promote our compassion in the face of the oppression experienced by this minority.

Reverend Jocelyn has led our special services including Blessings of The Animals, Lenten soup and prayer, the Maundy Thursday service and All Saints Day recognition. She also leads our "Cafe Script" Bible study each week.

A special "thank you" to our committee members. Bart Yost and Susan Ward have made our online service possible for those unable to physically attend church on Sunday and for special congregational meetings. Bonnie Yost, Cathy Yost, Linda Ardao and Bunny Watts have helped prepare the sanctuary for worship and communion, ordering Lenten and Advent booklets and recording the activities of the committee. Dana has overseen our licensing responsibilities for music and the committee is mindful of the limits of our committee budget.



It's been a deeply meaningful, music and worship year in 2023. We hope in this new year we will broaden and grow our musical skill in choir and bells. We invite more of you to join us! Reverend Jocelyn has made much effort to include more of you in her service offerings. We invite more of you to sign up to greet, read, collect offering and join our committee as some of us are moving to other church committee responsibilities.

Respectfully submitted,
Erlinda Ardao

Stewardship Results

Pledge Report

There were 19 giving units that pledged their intentions for 2023. These 19 giving units pledged a total of \$94,260 for 2023. To date we have received pledges from a total of 22 giving units for 2024. The pledges from these 22 giving units total \$110,550 for 2024. Two of these giving units communicated that their pledges were conditional upon UCCEG meeting thresholds and moving toward viability and sustainability. These pledges totaled \$13,700.

There were 3 giving units who pledged for 2024 that did not pledge for 2023, although each of these were regular givers to UCCEG in the past.

In the table below, I have shown the various income ranges pledged for 2024 and the number of giving units within each range.

<u>Amount Pledged</u>	<u>Number of Giving Units</u>
\$0 to \$500	0
\$501 to \$1000	3
\$1001 to \$3000	6
\$3001 to \$6000	8
\$6001 to \$10,000	1
\$10,001 to \$15,000	4
	<hr/>
	Total = 22

Respectfully submitted,

Todd Speece

Balance Sheet – December 2023

4:58 PM
01/08/24
Accrual Basis

United Church of Christ- East Goshen Balance Sheet As of December 31, 2023

	Dec 31, 23	Dec 31, 22
ASSETS		
Current Assets		
Checking/Savings		
Checking Truist Financial		
Guest Musicians-CIJ23	210.00	0.00
Hybrid Worship-CIJ23	36.00	0.00
Nataly in Peru Support -CIJ23	300.00	0.00
Safe Harbor Meal support -CIJ23	220.00	0.00
Checking Truist Financial - Other	5,236.97	6,766.62
Total Checking Truist Financial	6,002.97	6,766.62
Edw Jones MM Fund-Cap/Bldg Fund	15,486.38	20,628.37
Savings Truist Financial		
Brick sidewalk	3,225.00	2,925.00
Savings Truist Financial - Other	3,894.73	5,243.95
Total Savings Truist Financial	7,119.73	8,168.95
Total Checking/Savings	28,609.08	35,563.94
Total Current Assets	28,609.08	35,563.94
TOTAL ASSETS	28,609.08	35,563.94
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts Payable	5,763.90	3,032.29
Total Accounts Payable	5,763.90	3,032.29
Credit Cards		
Truist Credit Card Pastor	147.33	127.26
Total Credit Cards	147.33	127.26
Other Current Liabilities		
Bellingham Offering	0.00	201.50
Cabaret	0.00	28.69
Gleaning Garden	75.84	97.00
Mission&Outreach		
Bailey/Watson Mission Fund	0.00	1,000.00
Total Mission&Outreach	0.00	1,000.00
Nataly Peru	0.00	378.97
Payroll Liabilities	2,868.34	2,922.72
PSEC gift	0.00	500.00
Sound system upgrade	537.27	537.27
Special Outreach Gifts		
Blessing Animals Donations	0.00	83.00
Christmas Fund/Veterans of Cros	0.00	50.00
Giving Tree	0.00	95.00
OGHS	0.00	-395.00
Pilgrimage Outreach	0.00	102.50

4:58 PM
01/08/24
Accrual Basis

United Church of Christ- East Goshen
Balance Sheet
As of December 31, 2023

	Dec 31, 23	Dec 31, 22
Safe Harbor	0.00	55.00
Total Special Outreach Gifts	0.00	-9.50
Staff gifts	60.00	0.00
Troop 21	0.00	1,000.00
Women's Retreat (2018)	330.00	330.00
Worship & Music	375.00	500.00
Youth Group		
Mission	1,346.23	1,423.76
Youth Group - Other	138.29	138.29
Total Youth Group	1,484.52	1,562.05
Total Other Current Liabilities	5,730.97	9,048.70
Total Current Liabilities	11,642.20	12,208.25
Long Term Liabilities		
Mortgage	0.00	7,565.67
Total Long Term Liabilities	0.00	7,565.67
Total Liabilities	11,642.20	19,773.92
Equity		
Opening Bal Equity	-357,287.39	-357,287.39
Retained Earnings	373,077.41	372,402.84
Net Income	1,176.86	674.57
Total Equity	16,966.88	15,790.02
TOTAL LIABILITIES & EQUITY	28,609.08	35,563.94

2023 Actual versus Budget Performance

4:50 PM
01/08/24
Accrual Basis

United Church of Christ- East Goshen Actual vs Budget Performance December 2023

	Dec 23	Budget	Jan - Dec 23	Annual Budget
Income				
Cell Tower Tax	0.00		10,883.60	
Credit Card Rewards	0.00		126.85	
Interest Income	202.33		658.79	
Memorial Donations	0.00		50.00	
Miscellaneous				
Amazon Smile	0.00	0.00	51.62	50.00
Bosco's Coupons	0.00	0.00	30.00	70.00
Church Events	0.00		92.00	
Flowers	0.00	25.00	120.00	300.00
Giant	-625.00	33.33	145.00	400.00
Lawn Care	1,695.00		1,695.00	
Liabilities transferred	0.00		1,701.50	
Use Of Building				
Alcoholics Anonymous	140.00	125.00	1,820.00	1,500.00
Daylily Association	0.00	0.00	400.00	400.00
Making Music	0.00	100.00	1,400.00	1,200.00
Polling Place	0.00	0.00	100.00	200.00
Use Of Building - Other	0.00	100.00	1,900.00	1,200.00
Total Use Of Building	140.00	325.00	5,620.00	4,500.00
Total Miscellaneous	1,210.00	383.33	9,455.12	5,320.00
Offering - Loose	1,289.00	258.33	6,547.00	3,100.00
Offerings - Not Pledged	570.00	1,250.00	10,545.00	15,000.00
Offerings - Pledged	13,188.00	8,466.67	123,053.00	101,600.00
Outreach gifts				
Blessing of the Animals	0.00		8.00	
Christmas Fund	670.00		670.00	
Giving Tree	130.00		130.00	
Hawaii Wildfire Relief	0.00		385.00	
Neighbors in Need	0.00		657.00	
Oxford Fire Relief	0.00		280.00	
Safe Harbor	0.00		190.00	
Total Outreach gifts	800.00		2,320.00	
Special Projects				
2022 Apple Butter Festival	25.00		61.00	
2023 Fall Festival				
Apple Butter	40.00		572.45	
Bake Table	0.00		331.05	
Crafters	0.00		950.00	
Food	0.00		405.10	
Golf Ball Drop	0.00		1,155.00	
Kid's Events	0.00		78.88	
Raffle	0.00		537.61	
2023 Fall Festival - Other	0.00		99.12	
Total 2023 Fall Festival	40.00		4,129.21	

4:50 PM
01/08/24
Accrual Basis

United Church of Christ- East Goshen
Actual vs Budget Performance
December 2023

	Dec 23	Budget	Jan - Dec 23	Annual Budget
Christmas in July				
Guest Musicians	0.00		525.00	
Hybrid Worship	0.00		500.00	
Leadership Love Fest	0.00		3,410.00	
Our Churches Wider Mission	0.00		400.00	
Piano Dolly & Tuning	0.00		500.00	
Safe Harbor Meal Support	0.00		200.00	
Support Nataly in Peru	0.00		700.00	
Christmas in July - Other	0.00		5,035.00	
Total Christmas in July	0.00		11,270.00	
Flower sales	31.10		42.70	
Open Mic	141.00		106.02	
Pilgrimage Fundraiser	0.00		155.00	
Special Projects - Other	0.00	583.33	0.00	7,000.00
Total Special Projects	237.10	583.33	15,963.93	7,000.00
Total Income	17,496.43	10,941.66	179,603.29	132,020.00
Gross Profit	17,496.43	10,941.66	179,603.29	132,020.00
Expense				
Accounting Services	0.00	8.33	0.00	100.00
Bank Charges	0.00		19.50	
Building and Grounds				
Cleaning	382.00	364.16	4,584.00	4,370.00
Insurance	2,967.25	2,747.50	11,209.75	10,990.00
Lawn Care	2,495.00	0.00	2,495.00	630.00
Maintenance	171.93	350.00	4,341.22	4,200.00
Security	0.00	0.00	240.00	250.00
Snow Removal	0.00	0.00	0.00	1,100.00
Telephone	213.98	225.00	2,553.89	2,700.00
Utilities				
Electric	0.00	525.00	8,025.00	6,300.00
Heating Oil	260.00	466.00	4,562.00	4,660.00
Water	44.09	54.16	477.11	650.00
Total Utilities	304.09	1,045.16	13,064.11	11,610.00
Total Building and Grounds	6,534.25	4,731.82	38,487.97	35,850.00
Ministry				
Administrative Assistant	763.20	813.16	9,723.60	9,758.00
Dir. Music Ministry-Education	0.00	58.33	240.00	700.00
Director of Music Ministry	1,142.46	1,213.66	14,529.20	14,564.00
Employer Social Security	145.77	155.08	1,711.63	1,861.00
Guest Minister	0.00	102.08	1,225.00	1,225.00
Guest Organist/ Choir Director	0.00	50.00	775.00	600.00
Pastor- Auto	128.51	62.50	253.51	750.00
Pastor- Dental Benefits	46.00	44.16	532.75	530.00
Pastor- Education	697.00	62.50	697.00	750.00

4:50 PM
01/08/24
Accrual Basis

United Church of Christ- East Goshen
Actual vs Budget Performance
December 2023

	Dec 23	Budget	Jan - Dec 23	Annual Budget
Pastor- Health Insurance	1,119.00	1,093.33	13,153.00	13,120.00
Pastor- Housing	1,923.08	2,083.33	24,935.62	25,000.00
Pastor- Life/Disability Ins	78.18	73.75	933.74	885.00
Pastor- Pension	729.64	711.08	8,714.38	8,533.00
Pastor- Salary	2,887.70	2,995.92	37,209.88	35,951.00
Pastor- Social Security	368.00	388.58	4,754.35	4,663.00
Pastoral - Expenses	83.42	62.50	548.37	750.00
Payroll Services	0.00	100.00	1,120.00	1,200.00
Total Ministry	10,111.96	10,069.96	121,057.03	120,840.00
Mortgage Payments				
Mortgage Principal			7,565.67	
Mortgage Interest	0.00		169.51	
Total Mortgage Payments	0.00		7,735.18	5,782.08
Program				
Congregational Life				
Flowers	0.00	25.00	0.00	300.00
Outreach				
Bread for the Children	0.00	0.00	371.03	420.00
Goshen Fire Dept subscription	205.00	200.00	205.00	300.00
OCWM	400.00	400.00	4,800.00	4,800.00
Pastor's Discretionary Fund	0.00	16.66	0.00	200.00
Special Outreach Gifts				
Blessing of the Animals	0.00		8.00	
Christmas Fund UCC	670.00		670.00	
Giving Tree	130.00		130.00	
Hawaii Wildfire Relief	0.00		385.00	
Neighbors In Need	0.00		657.00	
Oxford Fire Victims	0.00		280.00	
Safe Harbor Meals	0.00		170.00	
Total Special Outreach Gifts	800.00		2,300.00	
Total Outreach	1,405.00	616.66	7,676.03	5,720.00
Congregational Life - Social	0.00	23.33	0.00	280.00
Total Congregational Life	1,405.00	664.99	7,676.03	6,300.00
Finance Team				
Office Supplies	0.00	12.50	207.84	150.00
Paypal Fees	8.02	12.50	193.98	150.00
Total Finance Team	8.02	25.00	401.82	300.00
Office Expenses				
Copier	95.74	91.66	1,248.97	1,100.00
Meetings	15.99	16.00	320.42	192.00
Office Supplies	41.99	33.33	212.46	400.00
Postage	0.00	20.83	17.49	250.00
Technology	9.50		625.34	
Total Office Expenses	163.22	161.82	2,424.68	1,942.00

4:50 PM
01/08/24
Accrual Basis

United Church of Christ- East Goshen
Actual vs Budget Performance
December 2023

	Dec 23	Budget	Jan - Dec 23	Annual Budget
Spiritual Life	40.61	58.33	73.99	700.00
Worship and Music				
Choral Music	30.00	16.66	106.03	200.00
Devotionals	127.50		127.50	
General Supplies	0.00		20.00	
Guest Musicians	100.00		315.00	
Hybrid Worship	0.00		754.00	
Piano Tuning	0.00		500.00	
Total Worship & Music	257.50	165.41	1,822.53	1,985.00
Total Program	1,616.85	910.14	12,399.05	11,227.00
Tower taxes	0.00	458.33	5,443.37	5,500.00
Total Expense	18,263.06	16,178.58	185,142.10	179,299.08
Net Income	-766.63	-5,236.92	-5,538.81	-47,279.08
Cap/Building Fund donations	0.00	100.00	200.00	1,200.00
Capital/Building Expense	0.00		1,050.00	
50th Anniversary				
Bricks	0.00		200.00	
Total 50th Anniversary	0.00		200.00	

Notes from the Treasurer

For the last several years, we handled flow-through items (primarily special outreach collections and money given for a specific use or recipient) as liabilities. Liabilities are monies owed. Putting them in liabilities helped to ensure that monies given for specific purposes were used or paid out to that purpose. Unfortunately, this method meant they were not included in the financial statements as income or expense. At the end of each year, I sent the information on these liabilities to the Outreach committee. In 2023, we changed the procedure to include these special donations as income and expense.

Other special donations given and distributed in 2023 were: Bethany Children's Home \$100, One Great Hour of Sharing \$401, Safe Harbor \$100, Strengthen the Church \$574 and West Chester Food Cupboard \$50.

Some of those liabilities, such as Worship and Youth Mission, still carry a balance. The money in Worship (\$375) will be used to pay for piano tuning. The Youth Mission money will be used for Mission/Outreach activities. In 2023, some of that money was used to participate in Pride Fest in Phoenixville.

The following previous liabilities, totaling \$1,730, were used to help pay our pledge to the Conference for OCWM: Bellingham Offering, PSEC Gift, Bailey-Watson Mission Fund. We also sent the balance of the old "Nataly" liability (\$378.97) to Peru for her college expenses. Unfortunately, family circumstances have interrupted her studies.

Each December, we collect money for cash gifts for our staff. In 2023, congregation members donated a total of \$1,155 which was given to Pastor Jocelyn, Dana and Megan on Christmas Eve. This is the most donated to this cause since 2020.

I have been your treasurer for most of the last 15 years, most of that time with no assistant. This is a weekly responsibility. My nine month break in 2022 was much needed. A change in leaders and/or officers is needed to prevent stagnation and to update procedures. Todd Layser hired a payroll company to manage payroll, taxes and W-2's. It was absolutely necessary, but it took a new treasurer to make that change.

This past year has been more stressful than usual for me because of the huge deficit budget which we passed last January. Payday is every other Wednesday. The payroll service requires that we have the money needed for that week's payroll in our bank account on the Monday prior to payday. That means that the checks we deposit on Monday following Sunday service will not have been cleared by that date. I must balance bill paying with funding the payroll by the Monday deadline.

The 2023 deficit budget we passed meant that each month I would be \$4000 short. We bought some time because we started the year with \$6,700 in checking and because we used liability funds to pay OCWM. We also asked members to pay ahead some of their pledges until we could get fundraisers up and running. Steve Yost's work to get the 2022 cell tower taxes reimbursed and the 2023 cell tower taxes paid gave us \$10,000 in unbudgeted income.

These efforts, along with a highly successful "Christmas in July" plus members who gave more than their original pledge, helped us to get through the year while meeting our financial obligations.

I am not optimistic that we will be as fortunate with the 2024 budget. We have very little money in the bank that is not restricted. Although we ended 2023 with money in checking, our accounts payable (bills not yet paid) were more than the checking balance. Our pledges for 2024 include \$13,700 in conditional pledges. Those conditional pledges depend on the viability and perceived future of UCCEG.

I am sharing this all not because I want you to give more money but to keep you all informed and aware of the gravity of our financial situation. Please understand that having no assistant treasurer, very little savings and a large deficit with tight cash flow creates more pressure and stress on me in 2024.

In Christ's service,

Beth Sayler

2024 Proposed Budget

	2023		2024	4mos 3/4 8 mos 1/2	12 mos 1/2
	2023 Actual	Annual Budget	Proposed Budget		
Income					
Cell Tower Tax	10,883.60		5500.00		
Credit Card Rewards	126.85				
Interest Income	658.79				
Memorial Donations	50.00				
Miscellaneous					
Amazon Smile & Boscovs	81.62	120.00	0.00		
Church Events	92.00				
Flowers	120.00	300.00	200.00		
Giant	145.00	400.00	100.00		
Lawn Care	1,695.00				
Liabilities Transfer	1,701.50				
Use Of Building					
Alcoholics Anonymous	1,820.00	1,500.00	1680.00		
Daylily Association	400.00	400.00			
Making Music	1,400.00	1,200.00	1400.00		
Polling Place	100.00	200.00			
Use Of Building - Other	1,900.00	1,200.00	2300.00		
Total Use Of Building	5,620.00	4,500.00	5,380.00		
Total Miscellaneous	9,455.12	5,320.00	5,680.00		
Offering - Loose/non-pledged			5,000.00		
Offering - Loose	6,547.00	3,100.00	0.00		
Offerings - Not Pledged	10,545.00	15,000.00	0.00		
Offerings - Pledged	123,053.00	101,600.00	99,225.00		110,250.00 (actual)
Outreach gifts					
Blessing of the Animals	8.00				
Christmas Fund	670.00				
Giving Tree	130.00				
Hawaii Wildfire Relief	385.00				
Neighbors in Need	657.00				
Oxford Fire Relief	280.00				
Safe Harbor	190.00				

Total Outreach gifts	2,320.00		
Special Projects			
2022 Apple Butter Festival	61.00		
2023 Fall Festival			
Apple Butter	572.45		
Bake Table	331.05		
Crafters	950.00		
Food	405.10		
Golf Ball Drop	1,155.00		
Kid's Events	78.88		
Raffle	537.61		
2023 Fall Festival - Other	99.12		
Total 2023 Fall Festival	4,129.21		
Christmas in July			
Guest Musicians	525.00		
Hybrid Worship	500.00		
Leadership Love Fest	3,410.00		
Our Churches Wider Mission	400.00		
Piano Dolly & Tuning	500.00		
Safe Harbor Meal Support	200.00		
Support Nataly in Peru	700.00		
Christmas in July - Other	5,035.00		
Total Christmas in July	11,270.00		
Flower sales	42.70		
Open Mic	106.02		
Pilgrimage Fundraiser	155.00		
Special Projects - Other	0.00	7,000.00	
Total Special Projects	15,963.93	7,000.00	7000.00
Total Income	179,603.29	132,020.00	122,405.00
Gross Profit	179,603.29	132,020.00	122,405.00
Expense			
Accounting Services	0.00	100.00	100.00
Bank Charges	19.50		
Building and Grounds			

Cleaning	4,584.00	4,370.00	4750.00		
Insurance	11,209.75	10,990.00	11869.00		
Lawn Care	2,495.00	630.00	1000.00		
Maintenance	4,341.22	4,200.00	4500.00		
Security	240.00	250.00	240.00		
Snow Removal	0.00	1,100.00	1100.00		
Telephone	2,553.89	2,700.00	2700.00		
Utilities					
Electric	8,025.00	6,300.00	8000.00		
Heating Oil	4,562.00	4,660.00	4660.00		
Water	477.11	650.00	500.00		
Total Utilities	13,064.11	11,610.00	13,160.00		
Total Building and Grounds	38,487.97	35,850.00	39,319.00		
Ministry					
Administrative Assistant	9,723.60	9,758.00	9758.00		
Dir. Music Ministry-Education	240.00	700.00	700.00		
Director of Music Ministry	14,529.20	14,564.00	15000.00		
Employer Social Security	1,711.63	1,861.00	1894.00		
Guest Minister	1,225.00	1,225.00	1225.00		
Guest Organist/ Choir Director	775.00	600.00	600.00		
Pastor- Auto	253.51	750.00	750.00		
Pastor- Dental Benefits	532.75	530.00	552.00		
Pastor- Education	697.00	750.00	750.00		
Pastor- Health Insurance	13,153.00	13,120.00	14592.00	3/4 Pastor 4 mos	
Pastor- Housing	24,935.62	25,000.00	25000.00		31,194.00
Pastor- Life/Disability Ins	933.74	885.00	955.00		
Pastor- Pension	8,714.38	8,533.00	8917.00	1/2 Pastor -8 mos	
Pastor- Salary	37,209.88	35,951.00	38694.00		41,592.00
Pastor- Social Security	4,754.35	4,663.00	4872.00		1/2 pastor-12 n
Pastoral - Expenses	548.37	750.00	750.00		62,388.00
Payroll Services	1,120.00	1,200.00	1120.00		
Total Ministry	121,057.03	120,840.00	126,129.00	105,333.00	94935.00
Mortgage Payments	7,735.18	5,782.08	0.00		
Program					

Congregational Life			
Congregational Life - Fellowship	0.00	280.00	280.00
Outreach			
Goshen Fire Co.(was benev)	205.00	300.00	200.00
Safe Harbor (was Bread for Ch)	371.03	420.00	420.00
OCWM	4,800.00	4,800.00	2400.00 spec. offering for additional
Pastor's Discretionary Fund	0.00	200.00	0.00 special offering
Special Outreach Gifts			
Blessing of Animals	8.00	0.00	
Christmas Fund UCC	670.00	0.00	
Giving Tree	130.00	0.00	
Hawaii Wildfire Relief	385.00	0.00	
Neighbors In Need	657.00	0.00	
Oxford Fire Relief	280.00	0.00	
Safe Harbor Meals	170.00	0.00	
Total Special Outreach Gifts	2,300.00		
Total Outreach	7,676.03	6,000.00	3,020.00
Flowers (discontinue in 2024)	0.00	300.00	0.00
Total Congregational Life	7,676.03	6,300.00	3,020.00
Finance Team			
Paypal Fees	193.98	150.00	150.00
Office Supplies	207.84	150.00	300.00
Total Finance Team	401.82	300.00	450.00
Office Expenses			
Copier	1,248.97	1,100.00	1148.88
Meetings	320.42	192.00	0.00
Zoom			192.00
PSEC Annual Registration			250.00
PSEC Annual Room, Board, Trav			2000.00
Office Supplies	212.46	400.00	400.00
Postage	17.49	250.00	250.00
** Technology	625.34		700.00
Total Office Expenses	2,424.68	1,942.00	4,940.88
Spiritual Life	73.99	700.00	400.00

Worship and Music					
Devotionals	127.50		100.00		
General Supplies	20.00		100.00		
Guest Musicians	315.00		435.00		
Hybrid Worship	754.00		700.00		
Music (performance)	106.03	200.00	150.00		
Piano tuning & Dolly	500.00		450.00		
Total Worship	<u>1,822.53</u>	<u>1,985.00</u>	<u>1,935.00</u>		
Total Program	12,399.05	11,227.00	10,745.88		
Tower taxes	5,443.37	5,500.00	5500.00		
Total Expense	<u>185,142.10</u>	<u>179,299.08</u>	<u>181,793.88</u>	160,997.88	150,599.88
Net Income	<u>-5,538.81</u>	<u>-47,279.08</u>	<u>-59,388.88</u>	<u>-38,592.88</u>	<u>-28,194.88</u>
				4 mos-3/4	full year
				8 mos 1/2	1/2 time
Cap/Building Fund donations	0.00	1,200.00	0.00		
Capital/Building Expense	1,050.00				
50th Anniversary					
Bricks	<u>200.00</u>				
Total 50th Anniversary	<u>200.00</u>				

Thoughts from Pastor Jocelyn About the 2024 Proposed Budget

The 2023 and proposed 2024 Council met together Jan 16th with Rev Kevin McLemore. The goal of the meeting was to discern a plan for meeting the financial responsibilities of UCCEG even with such a large deficit budget.

In that meeting Kevin asked us "Do you feel UCCEG still has vital ministry to offer in your community?" The answer was yes, unanimously. We, your Councils, feel that God still has work for us to do.

Together Pastor Jocelyn and Kevin shepherded us to a proposal for UCCEG to spend February 2024 praying and acting upon. That proposed action plan will be laid out at Annual Meeting in depth.

We, your joint Councils, share this because we want you to be concerned but not overwhelmed at the deficit budget for 2024. There is a way forward, a way for us to continue on doing the ministry God called us to do.

Nominating Committee Slate for 2024

Grateful thanks to all who have faithfully served our Church and Community on Council in 2023!

Officers:

President: Bonnie Yost

Vice President: Linda Ardao

Treasurer: Beth Sayler

Corporate Secretary: Susan Ward

Assistant Treasurer: (does not serve on Council) _____

NOTE: The 2025 threshold for a full Council includes filling the Asst Treasurer position. If, however, you would like to fill this role now, please contact Pastor Jocelyn.

Financial Secretary (does not serve on Council): Lucy Barber and Candice Keith

Committee Chairs:

Chair of Worship Committee: Andy Grim

Chair of Congregational Life: Ann Boohar

Chair of Spiritual Life: Carol Swingle

Chair of Building and Properties: Bart Yost

Committee Members

Worship Committee:

1. Bonnie Yost
2. Bart Yost
3. Bunny Watts
4. Linda Ardao

Building and Grounds:

1. Greg Sayler
2. Steve Yost
3. Todd Speece

Congregational Life:

1. Lucy Barber
2. Gloria Rising
3. Cathy Yost

Spiritual Life:

1. _____
2. _____
3. _____