



Community Church of Sebastopol

Annual Report for Year 2024





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135TH ANNUAL MEETING AGENDA

COMMUNITY CHURCH OF SEBASTOPOL, UNITED CHURCH OF CHRIST

January 19, 2025

11:15 a.m.

1. Welcome, Call to Order, Opening Prayer
2. Quorum and Approval of Minutes
3. Minister's Report & Leadership Council Reports
4. Time of Remembrance
5. Power of Endowments
6. 2024 Financial Report & 2025 Proposed Budget
7. Special Announcement
8. Election of Leadership Council & Nominating Committee
9. Closing Circle, Benediction & Adjournment

REMEMBRANCES

We remember, with love,
members of Community Church who died in 2024

God of Mercy,
we remember those in our congregation who died this year,
lifting up to you the people that they were
and the imprint they made upon our church family.
We pray that you will send a Spirit of comfort to all who grieve,
that even in sorrow,
those who mourn may be renewed by your compassion.
In the name of Jesus,
who knows both death and eternal life,
and who leads us into light, we pray.
Amen.

Members of the Church

Ed Gaylord, died April 5, 2024

Marilyn Lerum, died April 23, 2024

Jeff Pearce, died June 18, 2024

Dave Madsen, died December 12, 2024

Past Member of the Church

Jeton Ireland, died February 12, 2024



134TH ANNUAL MEETING MINUTES

January 28, 2024

Potluck Lunch and Community Building: 11:15 a.m.

Each ministry area presented the work of the previous year and what was planned for 2023-24. This was a moment to encourage and involve new members and ideas.

Presenting Leadership Council members were: **Brooke Bell** on behalf of **Pat Furber**, **Chris Chang Weeks**, **Bobbie Johanson**, **Victoria Mayster**, **Larry Stallings** and **Deidra Warner**. **Gary Bachelor** was absent.

Meeting opened at 11:35 a.m. Welcome and the meeting was called to order by Moderator, **Bob Curtis**. **Bob** explained the purpose of the Annual Meeting.

Pastor Benjamin led the opening prayer.

A quorum was confirmed by **Chris Chang Weeks**, Council Officer for Personnel/Secretary

Minutes of the 133rd Annual Meeting were approved.

Community is. . . as seen through the eyes of the youth was presented by **Tamar Knuth**, **Sophia Broadbent-Bell** and **Elia DelMonte**.

Victoria Mayster introduced **Linda Basso**, new member, and **Gail Thomas**, member of 47 years, to discuss "What I appreciate about the church. Why I am a member."

Time of Remembrance: **Pastor Rachel** led a video presentation of a Time of Remembrance followed by a prayer.

Ministers Reports: **Pastors Benjamin** and **Rachel** jointly presented the Ministers' Reports. They emphasized how committee members have stepped up their responsibilities in the different committees, and how leaders have taken on different projects. They reported that including the 11 members who joined the Church today, 29 people have joined in the past 12 months.

2023 Financial Report: **Deidra Warner** presented and explained the financial report. She reviewed the past year, answered questions and addressed concerns.

2024 Proposed Budget: **Deidra Warner** presented the proposed 2024 budget and answered questions. M/S/P to approve the adoption of the proposed 2024 budget.

134TH ANNUAL MEETING MINUTES CONT...

Update Opening and Affirming Statement: An Open & Affirming congregation in the United Church of Christ, we welcome and affirm people of every religious background, sexual orientation, family composition, physical and mental ability, ethnicity, age, and gender (identity and expression).

Motion: In paragraph two of our congregation's Open and Affirming Statement, add 'identity and expression' to follow the word 'gender.'

M/S/P to approve with all in favor except for one opposed.

Nominating Committee Report: Kathy Bell presented the slate for 2024 to be:

Moderator: **Bob Curtis**

Officer of Facilities: **Larry Stallings**

Officer of Finance: **Greg Yaylian**

Officer of Personnel/Secretary: **Chris Chang Weeks**

Member for Worship & Arts: **Victoria Mayster**

Member for Care & Fellowship: **Bobbie Johanson**

Member for Outreach: **Gary Bachelor**

M/S/P to approve the slate for 2024.

Pastor Benjamin installed the new leaders.

Closing Circle: Expressions of appreciation and opinions on the life of the Church were shared.

Pastor Benjamin led the Benediction.

Moderator, **Bob Curtis**, adjourned the meeting at 1:00 p.m.



MINUTES OF SPECIAL MEETING

October 13, 2024

Meeting called to order at: 11:15 a.m., by Bob Curtis, Moderator

Leadership Council with a Quorum(s) present: Bob Curtis, Bobbie Johanson, Victoria Mayster, Gregg Yaylian, Gary Bachelor, and Roger Wilson.

Staff Present: Pastor Benjamin Broadbent, Joy Richards

Scribe: Nancy Choromanski

Opening Prayer: Pastor Benjamin Broadbent

Welcome, Agenda Review & Call to Order: Bob Curtis - Moderator

Agenda item concerning congregation's 2025 budget was initiated by Gregg Yaylian, Council Treasurer. Jane Huneke, Facilities Committee Chair, made a presentation about facility needs.

Budget review and analysis was led by the Budget Team: Gregg Yaylian, Ben Broadbent, Robert Curtis and Santiago Basso

Discussion followed. No decisions or votes were made.

Meeting adjourned: 12:35 p.m.



MEMBERSHIP REPORT

Chris Chang Weeks, Council Secretary

TOTAL ACTIVE MEMBERSHIP (January 1, 2024): 315

Members Received in 2024: 21

By Letter of Transfer 2

By Reaffirmation of Faith 13

By Reinstatement 0

By Baptism 2

By Confirmation 4

Members Removed in 2024: 82

By Death: 4

J. Edward Gaylord

Marilyn Lerum

Jeffrey Pearce

David Madsen

By Request: 25

By Inactivity: 53

TOTAL ACTIVE MEMBERSHIP (January 1, 2025): 254

Baptisms: 5

Funerals/Memorials: 0

Weddings: 0

REPORT OF THE LEAD MINISTER

Rev. Dr. Benjamin J. Broadbent

The Community Church of Sebastopol began 2024 with the theme "Community Is..." and finished with "Imagine Together." That sums up my experience of the year. We began the year with a sense of building momentum and ended with new challenges and opportunities.

- The biggest challenge for our church has been adjusting to the departure of **Rev. Rachel Knuth** as our Associate Minister. But the opportunity has been to welcome new volunteer leaders to support programs like OWL, Godly Play, and Adult Faith Formation.
- In the wider world, the 2024 presidential election and its aftermath present deep challenges, but opportunities abound to put our faith into action by joining movements to protect those who will be most affected by xenophobic policies, policies that contradict the mandates of Gospel love.

Reflecting upon 2024, here are moments when I glimpsed the presence of Christ in our mutual ministry:

JANUARY 28 - During worship, 11 people joined as members (6 more joined in June). At the Annual Meeting, chaired by Moderator **Bob Curtis**, our congregation officially added the words "identity and expression" to our Open & Affirming statement, the first time the statement had been updated since it was adopted in 1999.

FEBRUARY 18 - We began the Lenten season with the worship theme of "Cross Talk." The Chancel Choir, directed by **Andy DelMonte**, sang "Jesus Christ the Apple Tree," and the sermon was titled "Cross Talk: Friendship Stronger than Death."

MARCH 9 - The Leadership Council gathered for its annual orientation on a Saturday and established a focus for their work in 2024: "We will focus on the financial health of our congregation, including creating a year-long stewardship program, identifying and prioritizing capital projects, and laying the groundwork for a major capital campaign."

APRIL 14 - To nurture the relationships between the pastors and the congregation, a joint meeting was held of the Associate and Lead Minister Pastor-Parish Relations Teams, coordinated by **Chris Chang Weeks**, Council Officer for Personnel.

MAY 22 - Members of the Leadership Council, encouraged by **Gregg Yaylian**, Council Treasurer, gathered to make over 200 Thank You phone calls to people who have supported the church financially in the past year.

JUNE 2 - Over 60 people marched with our congregation in the Sonoma County Pride Parade.

JULY 25 - Together with members of the Religious Leaders Caucus, I met with local indigenous leader **Joe Salinas** to support his dream of updating the wording on a plaque in Flat Rock Park with language that honors the legacy of the Pomo (Batikomtara) people who lived there prior to colonization.

AUGUST 24 - With the **North Bay Organizing Project**, I offered an opening prayer at a vigil for **David Pelaez-Chavez** who was killed by a Sonoma County Sheriff's deputy in 2022.

SEPTEMBER 29 - After 11 years of ministry, **Rev. Rachel Knuth** preached her final sermon as Associate Minister and was celebrated at a special event.

REPORT OF THE LEAD MINISTER Cont...

OCTOBER - Two weeks before celebrating the 25th Anniversary of Ordination (November 7), I attended the 150th anniversary of the founding of my former congregation, the First Congregational Church of Colorado Springs.

NOVEMBER 17 - In worship, we blessed seven 8th & 9th graders who participated in our Confirmation program, co-led with **Reena Burton**. Two of the teens were baptized and four joined the church as members.

DECEMBER 24 - **Jamie Malone** organized the pop-up pageant and **Karna Roa** played organ and chimes at our Christmas Eve services.

Looking forward to 2025, let us “Imagine Together” the possibilities:

- A heavy and joyful lift will be a successful effort to fund major capital projects, including the replacement of our sanctuary roof and the renovation of our worship space.
- We will also look forward to calling a new Associate Minister who will come alongside us to help us grow in wisdom, faithfulness, and love.
- Finally, we will find out whether our faith has prepared us maintain Gospel joy while resisting moneyed leaders who use fear to divide people and consolidate power. For my part, I want to trust that God’s astounding love—glimpsed in the birth, life, death, and resurrection of Jesus the Christ—will have the final word, putting despots to shame.



FACILITIES RESOURCE AREA REPORT

Roger Wilson, Council Officer for Facilities (Vice Moderator)

The growing age of our campus and facilities assure an unending demand for prevention, modification, and repair by a cadre of dedicated volunteers along with the infrequent employment of skilled professionals. This year found the usual demands for repairs to existing structures and prevention measures to reduce the risk of hazards. The 2024 budget only supplied the Facilities Committee with one quarter of the funds necessary to maintain the facilities. This resulted in the Committee applying for grants to fund projects like repair leaks in the old campus landscape irrigation system. The recognition of starting a capital campaign to raise funds for large projects like the sanctuary roof bodes well for addressing these impending issues. The best news is the increasing number of committee members with additional skills and expertise.

Facility Committee

Chairperson: Jane Huneke

Members: Kim Buckman, Quest Cole, Gary Leicht, Judy Peterson, Tom Terry, Larry Stallings,
Staff Person in Support of Facilities Resource Area: Joy Richards

Facilities Committee Highlights

The committee completed the resealing of the Fellowship Hall restroom floors, as well as replacing and painting the exterior trim on all buildings on campus where accessible. The florescent light bulbs in the choir room and Fellowship Hall were replaced. The stains on the sanctuary ceiling were removed. Broken path lights on the handicap ramp to the Fountain Courtyard area were replaced. The committee installed a light shield to protect neighbors from bright parking lot lights. Timers for were replaced for exterior lights as well as installing new motion sensitive lights in the fountain courtyard. The committee repaired leaks on sinks and toilets. Leak detection devices were installed on six major faucets per recommendation from the church's insurance company. These leak detection units will notify in case of a leak to help mitigate the possible damaged caused by water leaks. The committee repaired the exterior doors by the pulpit, relocated the AED and Fire Extinguisher in Memorial Hall gym, conducted the routine clearing of gutters and installed leaf guard systems to the classroom and Fellowship Hall roof gutters. This did not deter an accumulation of Dawn Redwood debris to block the scupper and downspout to the Memorial Hall storage room and cause a leak in the wall. This debris was removed amid the season's first storm. Unwavering gratitude and many thanks go to Denelle and Gary Tognozzi, who climbed a ladder onto Memorial Hall's roof and cleared the debris to temporarily stop the leak during the bomb cyclone event.

Grounds Team

Leaders: Denelle Tognozzi and Barbara Whitson

Members: Kim Buchman, Alvin Hukins, Jane Huneke, Bob Holland, Marna McKenzie, Lois Michelsen, Larry Stallings, Denelle Tognozzi, Roger Wilson, Barbara Whitson

FACILITIES RESOURCE AREA REPORT Cont...

Grounds Team Highlights

Besides the usual picking up of leaves, branches and pruning trees along with debris left from our homeless population, the committee hired a tree service to prune branches from an oak tree in the northwest corner of the Danmar parking lot as well as removing a palm tree harboring termites in the roof fascia of the southernmost classroom. A small tree in the Redwood Grove by the church's sign and a dead fir in the parking lot behind Memorial Hall were removed by the **Gary Tognozzi**. Two Italian Cypress trees that posed fire hazards, adjacent to the northeast exterior corner of the Media Room, were removed as possible fire hazards, following the recommendation of the Health and Safety Committee.

Health and Safety Committee

Chairperson: **Stuart Mitchell**

Members: **Lori Lapham, Co Dungca**

Health & Safety Highlights

The committee has installed or replaced First Aid and Exit signs in the sanctuary and other buildings. The batteries were replaced on the Automatic Electronic Defibrillators. New signs were purchased and installed in the Danmar Parking for congregating in case of an emergency in the sanctuary. Usher guidelines were rewritten and posted in regard to "being welcoming, but vigilant" when it comes hostile/behavioral issues, evacuations, and medical emergencies. The usher closet has two safety vests, which are to be worn by ushers or designated persons to greet First Responders to direct them where they need to go. The committee has identified and recommended the removal of Cypress trees by the exterior of the Media Room due to potential fire hazard.



PERSONNEL RESOURCE AREA REPORT

Chang Weeks, Council Officer for Personnel (Secretary)

The Personnel Resource Area includes committees, teams, and individuals that deal with staffing issues, find key volunteers for Leadership Council, and provide support to the pastors.

Our two full-time pastors are **Benjamin Broadbent**, Lead Minister, and **Rachel Knuth**, Associate Minister. In September 2024, **Pastor Knuth** resigned from her position for personal reasons. Our heartfelt thank you to **Pastor Knuth** for her wisdom, guidance, creative talent, and love that she has given the church during her 11-year tenure. By meeting its pledge goals for 2025, the church is able to support an Associate Minister position in addition to the Lead Minister.

Thank you to the people behind the scenes who manage the day-to-day running of the church, keep members informed, pay the bills, and make the facilities sparkling: **Joy Richards**, Congregational Administrator, **Deanna Euritt**, Bookkeeper, and **Keith Brown**, Custodian. Thank you to the talented musician leaders: **Andy DelMonte**, **J Althea**, and **Karna Roa**. Thank you to our Tech Team: **Sophia Broadbent-Bell**, **Eliana Curtis**, **Elia DelMonte**, **Tamar Knuth**, and **Owen Thomas**. Thank you to all of our staff for your loving care of us and our church! Thank you to **Nancy Choromanski** for taking the Leadership Council minutes.

Personnel Committee: **Debbie Stewart**, Personnel Committee Chair
2024 Members: **Norma Watson**, **Gina Scribner**, **Jimmy Hooper**, **Bernie Hovden**, **Santiago Basso**, **Laura Pearsall**

The Personnel Committee supports the staff by overseeing annual performance reviews, updating job descriptions, and making salary recommendations to the budget committee. The committee reviewed and updated the Employee Handbook. It also updated the Personnel Committee job description and the Safe Church Policy. The committee held the annual employee reviews, set 2025 budget priorities and recommended staff pay rate changes.

Pastor-Parish Relations Team

Pastor Ben and **Pastor Rachel** each have a Pastor-Parish Relations Team who meet monthly. Each PPRT consists of six members. The team serves as a support and advisory group to the pastors, encouraging direct communication and nurturing a healthy relationship between the congregation and pastors. The two PPRT teams had a joint meeting on April 9, 2024.

Pastor Ben's PPRT members: **Michael Ost**, Chair
2024 Members: **Lori Lapham**, **Stuart Mitchell**, **Alicia Sanchez**, **Matthew Witteman**, **Reena Burton**

Pastor Rachel's PPRT members: **Chris Chang Weeks**, Chair
2024 Members: **Sohni Yaylian**, **Alvin Hukins**, **Ellen Jordan**, **Blythe Osner**, **Denelle Tognozzi**
Pastor Rachel's last PPRT meeting was September 19, 2024.

WORSHIP & ARTS MINISTRY AREA REPORT

Victoria Mayster, Council Officer for Worship & Arts

The Worship and Arts Ministry Area includes everything pertaining to worship: planning, coordination, participation, and support. This includes music and arts during worship, as well as musical and art events held in our sanctuary throughout the year. Community Church is graced by deep, rich, and welcoming worship experiences. This requires not only talented staff, but many dozens of volunteers over the year.

Highlights this past year include Spirit-filled worship themes, sermons, and music which both encourages and inspires, challenge, and comfort the congregation during a tumultuous year. The breadth and beauty of our music ministry continues to grow through our choir, handbells, pianist, as well as talented musicians in our congregation. Our sanctuary is often used for community-wide musical events. **Challenges** in 2024 included the resignation of our associate pastor, **Rachel Knuth**, bringing the need for more lay people to step forward to support and participate in worship, which they are doing. The need for a larger usher team continues, so that we have an adequate number of people each week offering hospitality and a warm welcome.

Ushers

Terri Harper, Usher Coordinator

Our Usher Team, led by coordinator **Terri Harper**, provides hospitality, assistance, and support during worship. About a dozen volunteers ushered regularly in 2024, with others helping out occasionally. We need additional ushers and will be holding training for new ushers in the coming year. Ushering is an effortless way to support our church, offer hospitality and be more connected to our church community.

Liturgists

Maria Culberson, Liturgist Coordinator

The Liturgist Team coordinated by Gail Thomas earlier in 2024 and now, by **Maria Culberson**, serves as part of the Sunday worship team by delivering the liturgy and leading the congregation in response. Nearly 50 volunteers - both youth and adults - served as liturgists this past year. If you would like to experience the depth of our worship service in a special way, as well as support our church community, please contact **Maria Culberson** to sign up to be a liturgist.

Flower Team

Kathy Matthies, Flower Team Chair

2024 Flower Team: **Muriel Weaver, Garth Watson, Andrea Furber Card, Mary Lou Hillberg, Kelly Allen, Sheina Curtis, Kelly Allen**

The 2024 Flower Team continued to generously volunteer their time and talents to beautify the sanctuary each Sunday with gorgeous flower arrangements on our chancel. The team continues to design special arrangements for church members, whose donations also allow our congregation to continue to regularly purchase fresh flowers.

WORSHIP & ARTS MINISTRY AREA REPORT Cont...

Sanctuary

Kathy Matthies, Team Chair

Kathy and her team decorate the sanctuary according to the liturgical calendar to bring our worship year to life. This past year, Kathy and her team designed and created a couple of new banners, bringing new and rich color and fresh symbolism to our worship. We hope the decor adds joy and richness to your worship experience. 2025 will bring a few new banners with materials we already have on hand.

Tech Team

High school students serve as our Tech Team in paid positions to manage sound, microphones, and live streaming services. Our online worship live streams have significant attendance, allowing people to worship with us, who are not able to attend in person. This also allows people to view services at a later time.

Music & Arts for the Community

Our congregation generously supports the use of our sanctuary to host a range of professional musicians, from the incredible Sonos Handbell Ensemble that our own **Karna Roa** plays in, the Redwood Arts Council, the Joyful Noise Gospel Singers with **Benjamin Mertz** and more. This past summer, with leadership by **Jane Huneke**, we held an All-Church Art Show to highlight our many talented artists in the congregation. We welcome inspiration and leadership for more art and music events at our church!

Worship Planning Team

Rev. Benjamin Broadbent, Lead Minister

2024 Members: **Pastor Benjamin**, **Pastor Rachel**, **J Althea** (Keyboardist), **Andy DelMonte** (Choral Director), **Karna Roa** (Handbell Director), **Victoria Mayster** (Council Member for Worship & Arts), **Kathy Matthies** (Flowers and Sanctuary Arts)

The team meets quarterly to plan out the church liturgical seasons and themes for our worship services: 1. Advent/Christmas/ Epiphany; 2. Lent/ Easter/Pentecost; 3. Summer (Memorial Day weekend through Labor Day weekend); 4. Fall (Launch Sunday through Reign of Christ Sunday.)

Communion Ministry

Joanne Matson, Communion Coordinator

Through the Sacrament of Communion, we, at Community Church, celebrate and remember the life and witness of Jesus the Christ. We unite ourselves with all of creation as we share bread and wine as an act of love. All are welcome to receive the sacrament. Our custom is to participate in the sacrament on the first Sunday of each month, preparing the communion table with simple food of bread to be broken, and Grape Juice representing the love of Jesus poured out for all of us. Words of Blessing are extended as each person partakes. Lay servers assist by holding the cup. Nearly 30 lay servers assisted this past year. The Communion Coordinator sets the communion table, and schedules lay servers to assist the celebrant. If you would like to be a lay server, please contact **Joanne Matson**.

WORSHIP & ARTS MINISTRY AREA REPORT Cont...

Church Mouse

Marge Holland

Our quiet-as-a-mouse and extremely reliable Church Mouse comes into the sanctuary every week and goes through every pew, sharpening pencils, stocking paper and envelopes, and ensuring everything is in its place. If you look for something in the pew and it is there, you can thank Marge Holland.

MUSIC MINISTRY

Chancel Choir

Andy DelMonte, Director

J Althea, Accompanist

2024 Participants: Sarah Bates, Steve Beck, Jen Bredesen, Benjamin Broadbent, Mary Coleman, Jules Dantin, Josh Fires, Pat Furber, Tony Given, Judy Hawkins, Bobbie Johanson, Dave Kilpatrick, Beth Larssen, Harper Malone, Josie Malone, Benji Margulis, Noe Margulis, Sara Margulis, Abigail McGinnis, Scott McGinnis, Lois Michelsen, Yvette Morris, Denelle Tognozzi, Garth Watson, Norma Watson, Roger Wilson

In 2024, the Chancel Choir provided special music for worship, normally on the 1st and 3rd Sundays of each month. Most music was accompanied by Althea at the piano, but the choir also did some a cappella pieces. We were also joined by Hosanna Bauer and Michael Ost for a gospel music Sunday in September. The choir has performed music in several languages from a variety of cultures, adding breadth and depth to our worship time. Chancel choir maintained an average participation of 17 – 20 members throughout this past year.

Handbell Ensemble

Karna Roa, Director

2024 Participants: Nancy Berger, Nancy Degenkolb, Andy DelMonte, Elena Dillon, Bobbie Johanson, Dorothy McKoin, Elizabeth Meirik, Sharon Olson, Joy Richards, Karna Roa, Linda Roa, Dee Schilling, and Maryellen Taylor.

Our Handbell Ensemble meeting weekly to practice and learn new pieces, continued ringing throughout the year! They play in worship once or twice a month, adding new songs to our repertoire by accomplished composers and arrangers. Our bell ensemble hosted a fabulous holiday concert in our sanctuary in November by the renowned Sonos Handbell Choir, of which Karna is a member. This concert routinely draws people to our church from around the Bay Area.



FAITH FORMATION MINISTRY AREA REPORT

Pat Furber, Council Member for Faith Formation

Faith Formation, committees, teams, and volunteers in this ministry area will continue to work with children and youth with the present leadership and encourage new people, especially parents, to help in these leadership positions with those who have served. I have been encouraged and inspired by our Associate Minister, **Rachel Knuth**, our Lead Minister, **Benjamin Broadbent**, our youth leaders, OWL instructors, Wondering Circle Leaders, and Bible study group leaders.

Confirmation Class

We offer a Confirmation Class program every other year. The program provides 8th and 9th graders an opportunity to explore their faith and decide whether they would like to confirm their baptism and join the church as active members. This year, 7 young people participated in the program. **Rev. Benjamin Broadbent** and **Rev. Rachel Knuth** organized and led the initial Sessions. Following **Pastor Rachel's** departure, **Reena Burton** assisted **Pastor Benjamin** with leadership and **Kelly Allen** served as a supportive adult presence. All participants were blessed during worship on Confirmation Sunday, November 17, and 4 confirmands joined the church.

Youth Ministry Team

2024 Youth Leaders **Emily Bell**, **Dawson Bell**, **Toni Cole**, **Quent Cole**, **Kelly Allen**, **Beth Larssen** and parent chaperones. Each week they gather in the youth lounge with donuts and hot beverages (tea and hot chocolate). They spend time together and catch up on the week before launching into announcements and calendar updates. Then they watch a short video from Spark House that tackles a topic from the Bible. They have a short discussion and then move into a game or activity that relates to the discussion. The activities vary with everything from blindfolded peanut butter and jelly sandwich making to campus wide treasure hunts. They do one service project a month. So far, they have helped with painting the huts in the parking lot and putting together the Christmas bags for Sam Jones. They don't have a salt trip planned and it may not happen this year since we do not currently have an Associate Minister for support.

Children's Ministry

This past winter was led by **Pastor Rachel**. She had five adults to assist during the Children's Ministry time on Sunday mornings. We had a Bible lesson and then usually ended with an art project each week.

Women's Bible Study

Joanne Matson, Leader

Women's Bible Study meets Wednesday, 10 a.m., in classroom 6. Our study includes both the Old Testament and the New Testament plus the extracanonical books. Periodically, we do a book study related to the scripture. We have two sessions each year. Through our reading and discussion, we learn to uncover the historical and metaphorical meanings of scripture, find new meaning in the

FAITH FORMATION MINISTRY AREA REPORT Cont...

passages, and apply them to contemporary issues and to our own life. The women who share Bible Study together have grown not only in their faith, but in their love and compassion for each other and the wider community. For our Fall study, we focused on Biblical justice, starting with Genesis and delving into God's intention for Creation, our participation in the Kingdom of God, and our relationship with Jesus who brings liberation to all. During the Winter session we studied the concept of Prayerfulness, based on the book by the same name, by **Robert Wicks**. As a group, we practiced prayerful silence, deepening our relationship with God, and discovered the spiritual value of the "Second Pause" necessary for nurturing this relationship.

Some other successes for Faith Formation have been during Faith Formation Hour---Meditation, Church Chat, and the Inter-generational Advent Workshops.



CARE & FELLOWSHIP MINISTRY AREA REPORT

Bobbie Johanson, Council Member for Care & Fellowship

2024 was a year filled with much sharing and caring for our church community. We offered a variety of programs for all ages. Our biggest change was losing **Pastor Rachel Knuth** as the Associate minister. We gave her a wonderful farewell party, potluck style, with a program of speakers, songs and much appreciation. Our entire congregation sent good wishes as she moved on to her new ministry. The good news is we have strong leadership of the individual programs, and we were able to carry on successfully. We distributed Easter lilies, apple pies and Christmas poinsettias to our homebound and bereaved members. We are open to new ways to connect. Looking forward, we are in good position to have a robust year in 2025.

Kinship Time

Thank you to Chair **Kathy Matthies** and her team of **Gloria** and **Tony Given**, **Jen Bredesen**, **Scott McGinnis**, and **Norma** and **Garth Watson**. They provided tea, coffee, and goodies after worship every Sunday. The BountyTable is a wonderful opportunity to share from members' gardens. This is a dedicated group that enhances our Sunday experience. We could use more volunteers to help serve and make goodies.

All-Church Camp Weekend

Financials

Expenses \$11,415.00

Apple Pies paid \$3,727.50 which came to about 33%

Camp Team: **Kathy Bell**, **Kathy Matthies**, **Elena Dillion**, **Joy Richards**

All-Church Camp Weekend at Westminster Woods was a fun time for 75 folks who participated September 13-15. Campers ranged in age from 2 to 82. New families and individuals joined along with long time campers. Some people stayed overnight and some just came for Saturday. The theme "Rooted in Love" ran throughout the various activities and gave a beautiful spiritual focus amidst all the fun. **Kathy Bell**, our Camp Committee Chair, was also our grace leader and schedule keeper. **Bob Curtis** and **Pastor Ben** organized the Saturday morning mixer activities on the big field. New names were learned and clever interpretations of Rooted in Love theme.

Morning choices then followed with a grand array: kid's crafts with **Joy Richards**, adult crafts with **Kathy Mathies**, a hike led by **Tamar Knuth** and **Eliana Curtis**, and a coffee talk session with **Nancy Shimetz**. After lunch more choices were offered including a lesson on planting with **Kelly Allen**, different crafts with **Joy** and **Kathy Bell**, skit practice for youth. This was followed by free time where people could use the pool, walk the labyrinth, play games, rest, or just hang out. The Talent/No Talent Show was great fun. Sunday, we enjoyed a beautiful worship service among the redwoods led by **Pastor Rachel** with music by **Andy Del Monte**. Communion was served under the Redwood trees. It was a time of growth, renewal, reflection, broadening of acquaintances sprinkled with fun and laughter for all ages. I hope even more folks will join in next year.

CARE & FELLOWSHIP MINISTRY AREA REPORT Cont.

Apple Pie Fundraiser

The Apple Pie Fundraiser continues to reinvent itself. Our goals have shifted from sending youth to Camp Caz to supporting youth SALT trips and our All-Church Camp. This year we set out to make 1,000 pies and ended up with 1,017. We had 120 left over. Good homes were found for all, including enough to bring to All-Church Camp for dessert Saturday night. The event continues to be a wonderful multigenerational time for all of us to get to know each other better and meet new people.

This year's Co-chairs were **Kathy Bell** and **Kathy Matthies**. The team leaders were Apple Prep—**Denelle Tognozzi** and **Paula Berndt**, Fellowship Hall Coordinators— **Daniela Kingwell**, **Kristen Del Monte**, and **Brooke Bell**, Memorial Hall Leader—**Bobbie Johanson**, Baker Coordinator- **Andy Delmonte**, Hospitality- **Beth Larssen**, Lunch Duty—**Ben Box Queen**-**J. Althea**.

Men's Group

Our monthly Men's group has been stimulating for all involved in sharing their lives and various discussions that have taken place over the last 12 months. These monthly meetings are especially good for men who are new to the church as a way get to know other men. 17 men participated in a Men's Retreat at St. Columba's in Inverness. **Warren Brisbin** has been the coordinator for the last 7 years. As of January 2025, this duty will be taken over by **Stuart Mitchell**. Please join us for a time of fellowship.

Women's Fellowship

All women of the church are part of Women's Fellowship and are invited to participate in any Fellowship activity. Our continuing focus is to provide fellowship and service. At this time we have three programs: Care Card Ministry, Prayer Shawl Ministry and Women's Discussion Group. We are using money earned from previous fundraisers to pay for stamps and yarn. Our Care Card Ministry meets monthly to pray for those in need and to send them cards. We also send out Birthday cards to the women of the church. We began this ministry in January 2018 and have sent 2,758 cards so far! We sent 372 cards this year. A donation of \$100 was made to Elderberry Commons which will help house seniors. **Mary Coleman**, **Pat Furber**, **Chris Jenkins**, **Bobbie Johanson**, **Ellen Jordan**, **Joanne Matson**, **Sharon Olson**, and **Norma Watson** faithfully participated in this caring communication ministry.

Prayer Shawl Ministry

Participants: **Mary Coleman**, **Linda Roa**, **Reena Burton**, **Sharon Olson**, **Bobbie Johanson**, **Susan Olson**, **Chris Jenkins**, **Barbara Whitson**, **Judy Hawkins**. The Prayer Shawl Ministry meets Fireside Room. Our purpose is to knit or crochet "portable sanctuaries" in the form of prayer shawls to be given to church members and friends of the church who are ill, experiencing grief, or who have reached a milestone in life. This past year we have been working on white Baptismal Shawls that will be presented to the newly baptized members of our community. If a church member becomes aware of a person who would welcome a prayer shawl to help them through a

CARE & FELLOWSHIP MINISTRY AREA REPORT Cont...

time of need or struggle, you may speak to any member of our Ministry, or directly to **Pastor Benjamin**. It is a joy for all of us in the group to be able to provide this simple sign of comfort on behalf of the entire church community. We always welcome new members, both novice knitters and experienced! Yarn and patterns are provided while friendship and fellowship is experienced.

Women's Discussion Group

All women are welcome to join in the discussion group in the Fireside Room on the 2nd Saturday of each month at 2:00 p.m. We have a check in time and then discussion and close in prayer. Some highlights in 2024 were **Sandy Rosen** leading us in a program on aging, featuring her daughter, **Lizann Bassham's** poems; a day of games; and ending the year with a Christmas gathering at the home of **Bobbie Johanson**. Do you have ideas for discussion? Please join us for a time of fellowship and deepening connections to other women in our congregation.

Women's Retreat 2024

This year 35 women of the church gathered at Westminster Woods the first weekend in October for our annual Women's Retreat. **Rev. Dr. Melinda McLain**, pastor of The Good Table UCC in El Cerrito was our facilitator. The theme was "Drawing from the Wisdom of Trees." We had a wonderful weekend of workshops, singing, relaxing, games, walking and making friends. A big thanks to all the women who participated in the retreat and to the planning committee. The committee this year is **Jane Huneke, Joyce Cox, Joanne Feige, Linda Roa, Nancy Shimetz, Kathy Manchester, Marge Holland, Barbara Deedler and Norma Watson**. We have several fundraisers in order to provide scholarships and help with expenses. We sell See's Candy at Easter and Christmas and fresh, green wreaths at Christmas. Thank you for supporting these fundraisers!

Nine to Dine

65 people took part in the Nine to Dine program in 2024. Participants met once a month (March, April and May in Spring and Sept, Oct, and Nov in Fall) to share food and fellowship. Participants register and are grouped by availability - each group choosing their own meetings dates, times and locations. The Nine to Dine planning group included: **Maria Culberson, Jane Huneke** wonderful way to connect with others in our church, meet new people and deepen the connections with folks you already know. 2025 details and sign ups coming soon. Try it, you'll like it!

Intercessory Prayer Network

This is a newer program formed in the fall of 2024. This small group of church members believes in the practice of prayer and dedicate themselves to praying regularly on behalf of others. Prayer requests, made through **Pastor Benjamin**, are held in strict confidence.

Care Ministry Team

The Care Ministry Team was formed in the fall of 2024, is a group of church members who semi-regularly visit one or more homebound members of our congregation. Coordinated by **Pastor Benjamin**, this Team seeks to provide spiritual companionship and to extend the kinship of our congregation to those who are unable to participate in person.

Outreach Ministry Area Report

Gary Bachelor, Council Member for Outreach Ministry

Outreach Committee

The Outreach Committee's mission is to inform the congregation about outreach projects and provide opportunities for people to participate in projects to help others locally and abroad. They also make decisions to disperse the committee's portion of the Outreach giving of the church to projects that will make a difference in the lives of those in need. Our committee meets on the 2nd Tuesday of most months at 7:00 p.m., in the Fireside Room. The committee this year is **Andrea Furber, CJ Hudlow, Jenny Douglas, Jimmy Hooper, Joyce Cox, Judy Davison, Kathy Matthies, Peggy Porter, Steve Beck.** If you would like to join us, talk to Joyce Cox.

Projects for 2024

- Monthly gift bags for the residents of our huts.
- Rebuilding Together Sebastopol – In April members of the congregation helped with local building projects.
- Speaker from Verity for Church chat (Verity works with abused women)
- Blessing Bags (for people to make and keep in their car to hand out)
- School Supply Donation Drive (for children in foster care.)
- Mission Moments about outreach projects of the church.
- Pride Parade
- Park Fire relief (Collected \$634 for gift cards for fire victims distributed by Hope Crisis Response Network.)
- Christmas Gift Bags for residents of Sam Jones Hall shelter.
- Alternative Gifts
- Glove Tree – gloves, hats, and scarves for local homeless.
- Mission Moments for UCC offerings (One Great Hour of Sharing, Neighbors in Need, Strengthen the Church and Christmas Offering.)

Budget for 2024 (includes some money we had left from last year)

- Safeway cards for 2 Honduran families seeking asylum.
- Rain suits for local homeless
- Native American Scholarship at SRJC
- Malawi Medical Clinic
- SRJC Giving Tree
- Youth Group trip to Mexico
- Seeds of Learning
- Verity
- Alternative Gift supplies
- Youth Mission trip Lunches
- Golden Gate Association
- NBOP showing of "Bad Faith."

Outreach Ministry Area Report Cont...

We invite you to join our committee or participate in any of the following outreach projects! Thank you to EVERYONE who has participated this year!

Outreach Projects of the Community Church

Each of these projects exists because of volunteers! If you are interested in becoming involved in any of these areas, please contact someone on the Outreach Committee! Many volunteers have made the following projects possible.

Accompaniment:

West County Accompaniment Team – Through our involvement with the North Bay Organizing Project, we are a part of the West County Accompaniment Team that is currently working with a mom and 3 children from Honduras, here seeking asylum. This is an ongoing project.

Inter-Church Food Pantry

While the Interchurch Food Pantry is housed at St. Stephen's Episcopal Church, our church provides the bulk of financial support. Our church also provides organizing and financial accountability.

TOTAL INCOME 2024	\$24,582.66
TOTAL EXPENDITURES 2024	\$21,040.88
Checking Account Ending Balance on Nov.30, 2024	\$32,074.19

The number of volunteers has been good, but August was a little tight due to illness and vacations. The Interchurch Food Pantry was founded in 1983, making this our 41st anniversary! We have provided multiple baskets of food to needy families in 2024. The Interchurch Food Pantry continues to strengthen ties to the Community Church of Sebastopol while continuing alliances with four other congregations in the Sebastopol area.

This year's financial status has improved over the end of last year. With the support of our partner churches and the local community we are on the way to recovery! From food drives led by the Letter Carriers and the North Bay Association of Realtors, the food pantry has received a significant amount of food and financial donations. The Joyful Noise fundraiser hosted by The Community Church generated a sizable contribution and new volunteers.

Burbank Heights

Burbank Heights and Orchards will be completing the renovation and repair of all apartments and buildings on the property early in 2025. To date we have spent \$2,779,601.69 and anticipate about another \$360,000 to finish. We expect to complete this project in January of 2025, depending on the weather. We were able to pay for this project with the funds we have saved

Outreach Ministry Area Report Cont...

since paying off the 40-year mortgage for Burbank Heights. We have contracted with an arborist to evaluate the trees on the property and take the necessary steps to make sure the trees are safe. The Sebastopol Community Church and the Methodist United Church continue to select board members who provide oversight for the properties.

Safe Parking

Our Safe Parking program has been providing up to 6 spaces for people who are currently sleeping in their car. Parkers sign a contract and must have a valid driver's license, car insurance and current registration to park at night. The hours are from 6pm to 8am, seven days a week. There is no smoking, drugs or alcohol allowed. The initial management and follow-up while working with the parkers to find housing is with the support of West County Community Services. We currently have 5 registered parkers but only two regularly show up.

The Hut Program

The Hut program provides 2 people night shelter for 6-12 months. They are part of the safe parking program and follow the same rules but are also required to work with West County Community Services case managers and be actively seeking housing. Both current clients are working hard to obtain housing.

Change in Safe Parking

For the last several years, the registration of new parkers has been handled by West County Community Service out of Guerneville. That is no longer the case. All new Safe Parkers will be signed and registered by the Community Church.



2024 NOMINATING COMMITTEE REPORT

Kristen DelMonte, Chair (term ends 1/2025)

Jane Huneke (term ends 1/2025)

Linda Roa (term ends 1/2025)

Kathleen Matthies (term ends 1/2026)

Lori Lapham (term ends 1/2026)

The Nominating Committee has been diligently working to address the five upcoming vacancies on the Leadership Council. In June 2024, we were informed that **Larry Stallings** would be relocating to Oregon during the summer, stepping down from his role as Council Officer for Facilities/Vice Moderator. In addition, four other positions would become vacant due to term limits or the decision of current officers not to pursue a second term. These positions include:

Robert Curtis (Moderator)

Chris Chang Weeks (Personnel/Secretary)

Victoria Mayster (Worship & Arts)

Gary Bachelor (Outreach)

Recognizing the importance of continuity and growth in our Leadership Council, the Nominating Committee embarked on a thoughtful and collaborative process to identify the leadership qualities that have contributed to the Council's success thus far and to envision the qualities that would best serve its future needs.

After extensive effort, we are pleased to have assembled a slate of nominees who embody the leadership qualities necessary to guide and support the Council's mission effectively. We are confident that these nominees will bring fresh perspectives and steadfast dedication to their roles, ensuring the continued success of the congregation.

Leadership Council Nominations for 2025:

Moderator: **Victoria Mayster**

Council Officer for Facilities/Vice Moderator: **Michael Citrino**

Council Officer for Personnel/Secretary: **Matt Witteman**

Council Member for Outreach: **Andrea Card**

Council Member for Worship & Arts: **Kelly Allen**

Nominating Committee 2025:

Kathleen Matthies – term ends 1/2026

Lori Lapham – term ends 1/2026

Nancy Shimetz – term ends 1/2027

Alvin Hukins – term ends 1/2027

Judy Davison – term ends 1/2027



Finance Resource Area Report

Gregg Yaylian, Council Officer for Finance (Treasurer)

Thank you to everyone that served on committees and teams in the finance resource area. Additional thanks to **Deanna Euritt** and **Pastor Ben** for providing additional guidance and support to me in my first year in this position. Overall, the church finances are in a stable position. The December 2024 Year to Date Financial Statements can be found in this annual report.

Select Highlights from 2024:

- The church continues to have no debt.
- The financial statements have been streamlined into a more concise and comprehensible format for ease of use.
- Two days before Christmas, we finally received the final Employee Retention Credit refund from the IRS in the amount of \$13,868.
- \$14,869 has been released from restricted funds as a 2024 budgeted line item into the operating fund. As of this writing, we are waiting to see how the fiscal year ending December 31st concludes financially and whether it is necessary to transfer funds from reserves and perhaps other sources.
- Pledges, our primary source of income for the local and wider church ministries, remain strong.
- There has been great discussion within the Leadership Council of starting a Capital Campaign in 2025 for facilities improvements. This will be discussed in greater detail during the Annual Meeting.

Finance Committee

Chairperson, **Patty Raney**

Terry Beck, John Henel, Denelle Tognozzi, Leslie Wood

Leadership and Staff

Rev. Benjamin Broadbent, Lead Minister

Deanna Euritt, Bookkeeper

The Finance Committee provides consultation and support for the Leadership Council and the Bookkeeper in the areas of budget. The Committee provides oversight for the Memorial and Endowment funds. The Committee also reviews and approves grants to church members that support the needs of the church and are funded with the interest earned by the Memorial funds.

Budget Team

2024 Members – **Rev. Benjamin Broadbent, Robert Curtis, Santiago Basso, Gregg Yaylian**

The team met multiple times in early fall through the end of the year. We received input via Leadership Council representatives and gathered input from all ministry areas, programs, and committees. Deanna Euritt provided support and suggestions from the bookkeeper perspective.

Finance Resource Area Report Cont...

One of the main goals was to provide fair compensation to all staff. We also have provided a balanced budget without the use of reserves or other sources. The budget team and the Leadership Council had a minimum local ministry pledge goal of \$390,000 that has been met that will help fulfill our church's goal of calling an Associate Minister for 2025. Thanks to all for your help in reaching this goal. The proposed budget, approved by the Leadership Council, can be found in this Annual Report.

Gratitude & Generosity Team

Chairperson, **Bobbie Johanson**

2024 Members – **Terry Beck, Chris Chang Weeks, Jenny Douglas, and Sarah Margulis**

Thank you to our generous congregation. You responded well to our Imagine Together theme. This was our best year ever. We had set goals of \$400,000 and \$40,000 and 140 households. We received pledges for operating budget of \$390,112 and \$37,095 to date for our wider Mission from 137 households. This is the largest number of pledging households in recent history and the most pledged ever. THANK YOU! With additional pledges of \$800, offered at our last Leadership Council meeting, led by **Pastor Ben**, we pushed over the \$390,000 threshold so we have the funds to search for an Associate Pastor. **Chris Chang Weeks** led our team on graphics, **Jenny Douglas** worked on the letters, **Sarah Margulis** recruited speaking stewards, **Terry Beck** did the bulletin board in the entryway, and **Bobbie** and **Terry** did assembling and mailing of the pledge packets.



THE COMMUNITY CHURCH (UCC) OF SEBASTOPOL
FINANCIAL STATEMENTS
December 31st, 2024

OPERATING FUND SUMMARY

Current Month		Year-to date	
Monthly Revenue	\$ 69,436.78	Beginning Balance	0
Monthly Expense	\$ 43,806.05	Year to Date Revenue	\$ 536,202.79
Monthly Net Surplus/Deficit	\$ 25,630.73	Year to Date Expense	\$ 536,202.79
		YTD Net Surplus/Deficit	0

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Pledges To Date **

Fund	Pledges	Total
Local Ministries	135	\$ 363,164.00
Wider Mission	83	\$ 30,796.00

Undes. Reserve	Reserves Goal	% of Goal
\$8,391.67	\$95,961.50	8.7%

** 100% fulfilled for Local Ministries \$285,921 100 Pledgers
 100% fulfilled for Wider Mission \$24,739 61 Pledgers

Prepared by Deanna Euritt

Community Church
Balance Sheet - a/c
December 2024

Accounts

ASSETS		
CURRENT ASSETS		
1030.0 - Petty Cash	\$500.00	
1050.0 - General Checking - WAB	\$81,026.68	
1065.0 - Edward Jones & Co.	\$0.00	
1088.0 - Comerstone Mem Demand MM .875%	\$10,349.83	
1090.0 - Assoc. Min 3.75% CD matures 3.7.25	\$25,771.44	
1091.0 - Assoc Min Comerstone MM .875%	\$14,832.28	
1092.0 - Comerstone Demand Plus MM 1.0%	\$36,835.67	
1094.0 - Prepaid Property Tax	\$0.00	
Total CURRENT ASSETS		\$149,315.88
LONG TERM ASSETS		
1064.0 - Comerstone CD 2.225% 7/29/25	\$44,000.00	
1082.0 - UC Funds Martin Endow. Stocks/Bonds	\$88,040.90	
1300.0 - UC Funds Mem. Endow.Stocks/Bonds	\$728,684.43	
Total LONG TERM ASSETS		\$860,725.33
FIXED ASSETS		
1101.0 - Ministerial Housing Lien	\$76,000.00	
1550.0 - Land, Main Parcel	\$61,483.00	
1570.0 - Land, Danmar Parking Lot	\$23,970.00	
1610.0 - Buildings, Church & Other	\$251,056.00	
1625.0 - Buildings, Memorial Hall	\$1,080,000.00	
1627.0 - Buildings,Pilgrim Ctr	\$1,553,811.00	
1630.0 - Furniture & Fixtures	\$52,161.00	
1640.0 - Office Equip. & Computers	\$10,200.00	
1680.0 - Organs,Pianos & Handbells	\$30,000.00	
Total FIXED ASSETS		\$3,138,681.00
Total ASSETS		\$4,148,722.21

Liabilities, Fund Principal, & Restricted Funds

Liabilities

CURRENT LIABILITIES		
2093.0 - DEFERRED REV-Prepaid Local Pledge	\$7,224.00	
2094.0 - DEFERRED REV-Prepaid Wider Pledge	\$297.00	
2095.0 - CAL SAVERS	\$83.43	
2096.0 - PAYROLL GARNISHMENT	\$0.00	
2097.0 - PAYROLL CHILD SUPPORT DED	\$420.00	
2098.0 - KEY/EVENT DEPOSITS	\$500.00	
Total CURRENT LIABILITIES		\$8,524.43
Total Liabilities		\$8,524.43
Fund Principal		
2900.0 - Church Fund	\$3,138,681.00	
Excess Cash Received	\$0.00	
Total Fund Principal and Excess Cash Received		\$3,138,681.00
Restricted Funds		
Total Temporary Restricted	\$913,475.88	
Total PERMANENT RESTRICTED	\$88,040.90	
Total Restricted Funds		\$1,001,516.78
Total Liabilities, Fund Principal, & Restricted Funds		\$4,148,722.21

Community Church
Analysis of Revenues & Expenses - Detail
January to December 2024

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	MTD Budget Remaining (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget Remaining (This Year)
Revenues						
Revenue						
Local Ministry Pledge						
4101.1 - Monthly Local Ministry Pledges	\$24,622.08	\$29,246.13	\$4,624.07	\$339,645.24	\$350,954.00	\$11,308.76
Total Local Ministry Pledge	\$24,622.08	\$29,246.13	\$4,624.07	\$339,645.24	\$350,954.00	\$11,308.76
Wider Mission Pledge						
4104.1 - Wider Mission Pledges	\$2,415.58	\$2,624.63	\$209.07	\$29,030.87	\$31,496.00	\$2,465.13
Total Wider Mission Pledge	\$2,415.58	\$2,624.63	\$209.07	\$29,030.87	\$31,496.00	\$2,465.13
Facility Use Revenue						
4116.1 - Facility Use Fees	\$1,519.25	\$2,500.00	\$980.75	\$29,179.88	\$30,000.00	\$820.12
4117.1 - Memorial Hall Rental	\$740.00	\$3,750.00	\$3,010.00	\$40,442.25	\$45,000.00	\$4,557.75
4120.1 - Casa De Bambini	\$4,342.00	\$2,337.50	(\$2,004.50)	\$26,052.00	\$28,050.00	\$1,998.00
4162.1 - Zero Waste	\$300.00	\$300.00	\$0.00	\$3,600.00	\$3,600.00	\$0.00
Total Facility Use Revenue	\$6,901.25	\$8,887.50	\$1,986.25	\$99,274.13	\$106,650.00	\$7,375.87
Other Revenue						
4102.1 - Unpledged Gifts	\$3,040.25	\$2,500.00	(\$540.25)	\$26,325.92	\$30,000.00	\$3,674.08
4103.1 - Overpaid Pledges	\$1,683.89	\$1,250.00	(\$433.89)	\$7,689.89	\$15,000.00	\$7,310.11
4128.1 - Interest Income	\$225.19	\$333.37	\$108.18	\$2,833.67	\$4,000.00	\$1,166.33
4141.1 - Credit Card Processing Fees	\$80.83	\$66.63	(\$14.20)	\$935.32	\$800.00	(\$135.32)
4179.1 - Miscellaneous Other	\$0.00	\$83.37	\$83.37	\$0.00	\$1,000.00	\$1,000.00
4200.1 - ERC Credits from IRS	\$13,868.09	\$1,750.00	(\$12,118.09)	\$13,868.09	\$21,000.00	\$7,131.91
Total Other Revenue	\$18,898.25	\$5,983.37	(\$12,914.88)	\$51,652.89	\$71,800.00	\$20,147.11
Total Revenue	\$52,837.12	\$46,741.63	(\$6,095.49)	\$519,603.13	\$560,900.00	\$41,296.87
Release of Restricted Funds						
4192.1 - Release for Gen Ops Use	\$16,599.66	\$1,239.12	(\$15,360.54)	\$16,599.66	\$14,869.00	(\$1,730.66)
Total Release of Restricted Funds	\$16,599.66	\$1,239.12	(\$15,360.54)	\$16,599.66	\$14,869.00	(\$1,730.66)
Total Revenues	\$69,436.78	\$47,980.75	(\$21,456.03)	\$536,202.79	\$575,769.00	\$39,566.21

Community Church
Analysis of Revenues & Expenses - Detail
January to December 2024

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	MTD Budget Remaining (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget Remaining (This Year)
Expenses						
PERSONNEL						
Lead Minister						
5110.1 - Lead Min Salary/ Housing/SS Offset	\$9,128.18	\$9,128.13	(\$0.05)	\$109,514.16	\$109,514.00	(\$0.16)
5111.1 - Lead Minister Pension, 14%	\$1,277.87	\$1,277.83	(\$0.04)	\$15,128.35	\$15,332.00	\$203.65
5112.1 - Lead Minister Fam Protect, 1.5%	(\$912.80)	\$138.88	\$1,049.88	\$1,646.79	\$1,643.00	(\$3.79)
5113.1 - Lead Minister Med/Dental	\$398.84	\$420.38	\$23.54	\$4,762.08	\$5,045.00	\$282.92
5115.1 - Lead Min Prof Exp	\$127.00	\$333.37	\$206.37	\$3,994.01	\$4,000.00	\$5.99
Total Lead Minister	\$10,014.89	\$11,294.39	\$1,279.50	\$135,045.39	\$135,534.00	\$488.61
Assoc Minister						
5121.1 - Assoc Min Salary/Housing/SS Offset	\$0.00	\$7,497.87	\$7,497.87	\$70,172.62	\$89,974.00	\$19,801.38
5122.1 - Assoc Min Pen 14%	\$1,049.70	\$1,049.83	(\$0.07)	\$7,943.35	\$12,598.00	\$4,652.65
5123.1 - Assoc Min Life 1.5%	\$0.00	\$112.50	\$112.50	\$909.04	\$1,350.00	\$440.96
5125.1 - Assoc Min Prof Exp	\$0.00	\$333.37	\$333.37	\$819.98	\$4,000.00	\$3,380.02
Total Assoc Minister	\$1,049.70	\$8,993.37	\$7,943.67	\$79,844.99	\$107,920.00	\$28,275.01
Handbell Ensemble Director						
5601.1 - Handbell Director	\$963.24	\$830.87	(\$132.37)	\$9,094.19	\$9,970.00	\$875.81
Total Handbell Ensemble Director	\$963.24	\$830.87	(\$132.37)	\$9,094.19	\$9,970.00	\$875.81
Keyboardist						
5602.1 - Keyboardist	\$607.46	\$1,091.87	\$484.41	\$12,531.29	\$13,102.00	\$570.71
Total Keyboardist	\$607.46	\$1,091.87	\$484.41	\$12,531.29	\$13,102.00	\$570.71
Chancel Director						
5630.1 - Choral Director	\$834.30	\$1,112.38	\$278.08	\$11,263.05	\$13,349.00	\$2,085.95
Total Chancel Director	\$834.30	\$1,112.38	\$278.08	\$11,263.05	\$13,349.00	\$2,085.95
Congregational Admin						
5145.1 - Congregational Admin	\$4,588.40	\$4,731.13	\$144.73	\$58,597.49	\$58,774.00	\$176.51
5146.1 - Cong Admin Prof Exp	\$0.00	\$50.00	\$50.00	\$28.52	\$800.00	\$571.48
5147.1 - Cong Admin Healthcare	\$0.00	\$50.00	\$50.00	\$0.00	\$800.00	\$800.00
Total Congregational Admin	\$4,588.40	\$4,831.13	\$244.73	\$58,626.01	\$57,974.00	\$1,347.99
Custodian						
5204.1 - Custodian	\$4,029.02	\$3,382.13	(\$636.89)	\$44,600.51	\$40,708.00	(\$3,894.51)
5220.1 - Custodian Dental	\$0.00	\$50.00	\$50.00	\$0.00	\$800.00	\$800.00
Total Custodian	\$4,029.02	\$3,442.13	(\$586.89)	\$44,600.51	\$41,308.00	(\$3,294.51)
Other Staff						
5140.1 - Bookkeeper	\$1,399.27	\$1,177.50	(\$221.77)	\$17,783.11	\$14,130.00	(\$3,653.11)
5140.2 - Bookkeeper Grant Offset	\$0.00	\$0.00	\$0.00	(\$1,446.57)	\$0.00	\$1,446.57
5305.1 - Nursery Attendants	\$334.80	\$595.00	\$260.20	\$4,308.88	\$7,140.00	\$2,833.34
5614.1 - Guest Preacher	\$300.00	\$41.83	(\$258.37)	\$750.00	\$500.00	(\$250.00)
5615.1 - Sound Technician	\$378.00	\$416.00	\$40.00	\$3,962.40	\$4,982.00	\$1,029.60
5616.1 - Guest Musician	\$0.00	\$41.83	\$41.83	\$0.00	\$500.00	\$500.00
Total Other Staff	\$2,410.07	\$2,271.76	(\$138.31)	\$25,355.80	\$27,262.00	\$1,906.40

Community Church
Analysis of Revenues & Expenses - Detail
January to December 2024

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	MTD Budget Remaining (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget Remaining (This Year)
Misc. Personnel						
5141.1 - Staff Substitutes	\$0.00	\$41.83	\$41.83	\$300.00	\$500.00	\$200.00
5185.1 - FICA: All Staff	\$1,004.49	\$988.87	(\$17.62)	\$12,201.58	\$11,842.00	(\$359.58)
5620.1 - Personnel Committee	\$0.00	\$41.83	\$41.83	\$0.00	\$500.00	\$500.00
5621.1 - Ministry Works Payroll Fees	\$210.98	\$216.83	\$5.85	\$2,844.62	\$2,800.00	(\$44.62)
5622.1 - HR Consultant	\$60.00	\$60.00	\$0.00	\$780.00	\$720.00	(\$60.00)
5623.1 - Background Check	\$0.00	\$0.00	\$0.00	\$437.25	\$0.00	(\$437.25)
Total Misc. Personnel	\$1,275.47	\$1,348.76	\$71.29	\$16,363.45	\$16,162.00	(\$201.45)
Total PERSONNEL	\$25,770.55	\$35,214.66	\$9,444.11	\$390,524.48	\$422,579.00	\$32,054.52
FACILITIES						
Office						
5170.1 - Computer Maint/Supplies	\$44.05	\$33.37	(\$10.68)	\$97.07	\$400.00	\$302.93
5173.1 - Advertising	\$0.00	\$25.00	\$25.00	\$0.00	\$300.00	\$300.00
5174.1 - Software/Apps	\$29.99	\$450.00	\$420.01	\$3,621.66	\$5,400.00	\$1,778.34
5179.1 - Staff Mileage	\$743.70	\$75.00	(\$668.70)	\$743.70	\$900.00	\$156.30
5181.1 - Office Supplies	\$20.50	\$168.63	\$148.13	\$1,935.91	\$2,000.00	\$64.09
5182.1 - Postage	\$146.00	\$68.63	(\$79.37)	\$1,007.39	\$800.00	(\$207.39)
5183.1 - Off Equip Lease/Purchase	\$1,060.08	\$483.37	(\$576.71)	\$5,720.38	\$5,800.00	\$79.62
5801.1 - Misc. Expense	\$0.00	\$41.83	\$41.83	\$20.68	\$500.00	\$479.32
Total Office	\$2,044.32	\$1,341.63	(\$702.69)	\$13,146.79	\$16,100.00	\$2,953.21
Campus Expenses						
5203.1 - Utilities	\$6,255.16	\$3,983.37	(\$2,271.79)	\$47,283.31	\$47,800.00	\$516.69
5206.1 - Custodial Supplies	\$476.38	\$333.37	(\$143.01)	\$3,051.97	\$4,000.00	\$948.03
5208.1 - Property Upkeep	\$457.92	\$500.00	\$42.08	\$6,000.00	\$6,000.00	\$0.00
5215.1 - Landscaping	\$33.85	\$25.00	(\$8.85)	\$132.16	\$300.00	\$167.84
Total Campus Expenses	\$7,223.31	\$4,841.74	(\$2,381.57)	\$56,467.44	\$58,100.00	\$1,632.56
Total FACILITIES	\$9,267.63	\$6,183.37	(\$3,084.26)	\$69,614.23	\$74,200.00	\$4,585.77
FINANCES						
5186.1 - Workers Compensation Ins	\$395.57	\$266.63	(\$128.94)	\$3,580.28	\$3,200.00	(\$380.28)
5189.1 - Processing Fees	\$159.78	\$166.63	\$6.85	\$1,986.00	\$2,000.00	\$14.00
5192.1 - Bank, Credit Card, & Late fees	\$160.90	\$66.63	(\$94.27)	\$911.18	\$800.00	(\$111.18)
5211.1 - Property/Accident Ins	\$207.00	\$2,250.00	\$2,043.00	\$27,093.00	\$27,000.00	(\$93.00)
5212.1 - Property Tax, Church	\$0.00	\$60.75	\$60.75	\$1,569.25	\$729.00	(\$840.25)
5213.1 - Facility Licensing	\$0.00	\$102.12	\$102.12	\$1,070.00	\$1,225.00	\$155.00
5704.1 - Stewardship	\$0.00	\$16.63	\$16.63	\$60.99	\$200.00	\$139.01
Total FINANCES	\$923.25	\$2,929.39	\$2,006.14	\$36,270.70	\$35,154.00	(\$1,116.70)
WORSHIP AND ARTS						
Music						
5606.1 - Music Licensing	\$0.00	\$37.50	\$37.50	\$425.00	\$450.00	\$25.00
5607.1 - Chancel Choir	\$0.00	\$20.87	\$20.87	\$161.68	\$250.00	\$88.32
5609.1 - Musical Instruments Maint	(\$365.00)	\$83.37	\$448.37	\$1,000.00	\$1,000.00	\$0.00

Community Church
Analysis of Revenues & Expenses - Detail
January to December 2024

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	MTD Budget Remaining (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget Remaining (This Year)
5610.1 - Handbell Ensemble	\$552.40	\$50.00	(\$502.40)	\$594.40	\$800.00	\$5.60
Total Music	\$187.40	\$191.74	\$4.34	\$2,181.08	\$2,300.00	\$118.92
Other Worship						
5701.1 - Worship Supplies	\$0.00	\$80.00	\$80.00	\$715.89	\$720.00	\$4.11
5713.1 - Banners	\$261.34	\$41.63	(\$219.71)	\$438.94	\$500.00	\$63.06
Total Other Worship	\$261.34	\$101.63	(\$159.71)	\$1,152.83	\$1,220.00	\$67.17
Total WORSHIP AND ARTS	\$448.74	\$293.37	(\$155.37)	\$3,333.91	\$3,520.00	\$188.09
FAITH FORMATION						
Children's Faith Formation						
5304.1 - Nursery Supplies	\$0.00	\$10.00	\$10.00	\$86.76	\$120.00	\$33.24
5312.1 - OWL	\$0.00	\$83.37	\$83.37	\$1,295.85	\$1,000.00	(\$295.85)
Total Children's Faith Formation	\$0.00	\$93.37	\$93.37	\$1,382.61	\$1,120.00	(\$262.61)
Youth Faith Formation						
5302.1 - High School Youth Group	\$171.55	\$83.37	(\$88.18)	\$498.39	\$1,000.00	\$503.61
5309.1 - Middle School SALT Trip	\$0.00	\$62.50	\$62.50	\$750.00	\$750.00	\$0.00
5311.1 - Middle School Youth Group	\$314.62	\$62.50	(\$252.12)	\$511.56	\$750.00	\$238.44
5313.1 - High School SALT Trip	\$0.00	\$83.37	\$83.37	\$1,000.00	\$1,000.00	\$0.00
5321.1 - Confirmation	\$112.63	\$41.63	(\$71.00)	\$348.37	\$500.00	\$151.63
Total Youth Faith Formation	\$598.80	\$333.37	(\$265.43)	\$3,106.32	\$4,000.00	\$893.68
Misc. Faith Formation						
5307.1 - Safe Church Policy	\$0.00	\$41.63	\$41.63	\$100.00	\$500.00	\$400.00
Total Misc. Faith Formation	\$0.00	\$41.63	\$41.63	\$100.00	\$500.00	\$400.00
Total FAITH FORMATION	\$598.80	\$468.37	(\$130.43)	\$4,588.93	\$5,620.00	\$1,031.07
CARE AND FELLOWSHIP						
5703.1 - Fellowship Events	\$0.00	\$33.37	\$33.37	\$268.39	\$400.00	\$131.61
5706.1 - Membership	\$0.00	\$66.63	\$66.63	\$742.99	\$800.00	\$57.01
5714.1 - Kinship Hour	\$66.42	\$100.00	\$33.58	\$1,174.24	\$1,200.00	\$25.76
Total CARE AND FELLOWSHIP	\$66.42	\$200.00	\$133.58	\$2,185.62	\$2,400.00	\$214.38
OUTREACH						
5401.1 - Mission & Outreach	\$2,262.53	\$491.37	(\$1,771.16)	\$5,898.00	\$5,898.00	\$0.00
5402.1 - Food Pantry	\$833.34	\$833.37	\$0.03	\$10,000.08	\$10,000.00	(\$0.08)
5403.1 - OCWM	\$2,500.00	\$833.37	(\$1,666.63)	\$10,000.00	\$10,000.00	\$0.00
5404.1 - North Bay Organizing Project	\$0.00	\$166.63	\$166.63	\$2,000.00	\$2,000.00	\$0.00
5406.1 - Outreach Reserve	\$1,134.79	\$300.00	(\$834.79)	\$1,134.79	\$3,600.00	\$2,465.21
Total OUTREACH	\$6,730.66	\$2,624.74	(\$4,105.92)	\$29,030.87	\$31,498.00	\$2,465.13
GOVERNANCE						
5503.1 - Conference Delegates	\$0.00	\$33.37	\$33.37	\$400.00	\$400.00	\$0.00
5711.1 - Church Council	\$0.00	\$33.37	\$33.37	\$254.05	\$400.00	\$145.95
Total GOVERNANCE	\$0.00	\$66.74	\$66.74	\$654.05	\$800.00	\$145.95
Total Expenses	\$43,806.05	\$47,980.64	\$4,174.59	\$536,202.79	\$575,769.00	\$39,566.21

Community Church
 Analysis of Revenues & Expenses - Detail
 January to December 2024

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	MTD Budget Remaining (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget Remaining (This Year)
Net Total	\$25,630.73	\$0.11	(\$25,630.62)	\$0.00	\$0.00	\$0.00

Community Church
 Summary of Restricted Accounts - Portrait
 January to December 2024

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
Temporary Restricted				
BENEVOLENCE FUND				
8515.2 - FOOD PANTRY	\$1,270.00	\$200.00	\$1,470.00	\$0.00
8529.2 - NEIGHBORS IN NEED	\$0.00	\$1,144.00	\$1,144.00	\$0.00
8530.2 - ONE GREAT HOUR OF SHARING	\$0.00	\$2,330.00	\$2,330.00	\$0.00
8531.2 - CHRISTMAS EVE OFFERING	\$2,178.00	\$1,539.00	\$2,178.00	\$1,539.00
8537.2 - CAMP CAZADERO DONATIONS	\$435.00	\$0.00	\$435.00	\$0.00
8540.2 - CHRISTMAS GIFT BAGS	\$1,388.76	\$1,905.00	\$1,073.27	\$2,198.49
8541.2 - ALTERNATIVE GIFTS	\$0.00	\$1,907.00	\$1,907.00	\$0.00
8542.2 - STRENGTHEN THE CHURCH	\$0.00	\$1,381.00	\$1,381.00	\$0.00
Total BENEVOLENCE FUND	\$5,247.76	\$10,408.00	\$11,916.27	\$3,737.49
RESTRICTED FUND				
Campus				
8321.3 - PROP UPKEEP RESERVES	\$21,868.18	\$17,605.86	\$2,848.73	\$36,625.29
8388.3 - MEM HALL KITCHEN REMODEL	\$1,149.60	\$659.98	\$1,809.58	\$0.00
8392.3 - LANDSCAPING	\$221.10	\$0.00	\$0.00	\$221.10
Total Campus	\$23,238.88	\$18,265.84	\$4,658.31	\$36,846.39
Faith Formation				
8318.3 - CHILDREN'S FAITH FORMATION	\$10,002.37	\$0.00	\$2,261.61	\$7,740.76
8323.3 - ADULT EDUCATION	\$2,021.37	\$0.00	\$44.44	\$1,976.93
8378.3 - YOUTH: MIDDLE SCHOOL	\$2,329.71	\$1,450.00	\$486.40	\$3,293.31
8381.3 - YOUTH: SCHOLARSHIP	\$1,450.00	\$0.00	\$0.00	\$1,450.00
8384.3 - YOUTH: HIGH SCHOOL	\$8,226.51	\$9,307.65	\$10,081.45	\$7,452.71
Total Faith Formation	\$24,029.96	\$10,757.65	\$12,873.90	\$21,913.71
Outreach				
8305.3 - ADULT MISSION TRIP	\$1,743.23	\$0.00	\$0.00	\$1,743.23
8306.3 - MISSION AND OUTREACH RESERVES	\$2,808.65	\$6,739.62	\$3,908.71	\$5,637.56
8322.3 - HOMELESS OUTREACH	\$588.06	\$0.00	\$350.30	\$237.76
8390.3 - PASTOR'S OUTREACH FUND	\$1,061.46	\$0.00	\$458.85	\$602.61
8391.3 - CONESTOGA HUTS	\$1,093.60	\$0.00	\$124.94	\$968.66
Total Outreach	\$7,293.00	\$6,739.62	\$4,842.80	\$9,189.82
Music				
8333.3 - MUSIC: CHANCEL CHOIR	\$946.13	\$0.00	\$70.00	\$876.13
8342.3 - MUSIC: HANDBELL CHOIR	\$1,138.34	\$0.00	\$0.00	\$1,138.34
8345.3 - MUSIC: CHILDREN'S CHOIR	\$225.37	\$0.00	\$0.00	\$225.37
8349.3 - MUSICAL INST MAINT RESERVE	\$6,763.13	\$0.00	\$6,190.00	\$573.13
Total Music	\$9,072.97	\$0.00	\$6,260.00	\$2,812.97
Worship & Arts				
8356.3 - POINTSETTIA/LILY FUND	\$773.71	\$415.00	\$440.09	\$748.62
8370.3 - SANCTUARY FLOWERS	\$974.58	\$1,400.00	\$1,909.82	\$464.76
Total Worship & Arts	\$1,748.29	\$1,815.00	\$2,349.91	\$1,213.38
Personnel				
8301.3 - HEALTH INSURANCE RESERVES	\$8,806.27	\$0.00	\$0.00	\$8,806.27
Total Personnel	\$8,806.27	\$0.00	\$0.00	\$8,806.27
Care and Fellowship				
8303.3 - WOMEN'S FELLOWSHIP	\$6,376.15	\$0.00	\$760.93	\$5,615.22
8357.3 - PIE SALE	\$19,753.39	\$12,973.00	\$8,892.21	\$23,834.18
8360.3 - ALL-CHURCH CAMP	\$2,141.20	\$6,883.55	\$7,687.50	\$1,337.25
8363.3 - RETREAT: ALL CHURCH	\$0.00	\$516.25	\$0.00	\$516.25
8366.3 - RETREAT: WOMEN'S	\$8,400.23	\$8,460.20	\$8,073.30	\$8,787.13
8367.3 - RETREAT: MEN'S	\$189.58	\$5,089.00	\$3,805.52	\$1,453.06
Total Care and Fellowship	\$36,840.55	\$33,922.00	\$29,219.46	\$41,543.09
Office				
8315.3 - CREDIT CARD REWARDS (STAFF DISCR.)	\$1,380.42	\$925.00	\$588.83	\$1,696.59
8351.3 - OFFICE EQUIPMENT RESERVE	\$584.54	\$0.00	\$103.55	\$480.99
Total Office	\$1,944.96	\$925.00	\$692.38	\$2,177.58
Reserves				
8369.3 - SABBATICAL RESERVE	\$193.32	\$0.00	\$0.00	\$193.32
8397.3 - HOUSING FUND LEAD MINISTER	\$568.00	\$0.00	\$0.00	\$568.00
8398.3 - ASSOC MINISTER RETENTION FUND	\$54,257.19	\$15,841.72	\$29,738.00	\$40,360.91
8399.3 - UNDESIGNATED RESERVE	\$13,627.16	\$53.19	\$5,288.68	\$8,391.67
Total Reserves	\$68,645.67	\$15,894.91	\$35,026.68	\$49,513.90

Community Church
Summary of Restricted Accounts - Portrait
January to December 2024

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
Total RESTRICTED FUND	\$181,620.53	\$88,320.02	\$95,923.44	\$174,017.11
ENDOWMENT & MEMORIAL FUND				
8701.4 - UCC FOUNDATION NYC	\$681,518.10	\$126,046.20	\$77,956.95	\$729,607.35
8745.4 - MEM C.E./YOUTH MINISTRIES	\$5,223.90	\$0.00	\$0.00	\$5,223.90
8780.4 - MEM MUSIC & ARTS GENERAL	\$66.75	\$0.00	\$0.00	\$66.75
8775.4 - MEM UNDESIGNATED RECEIPTS	\$1,481.48	\$0.00	\$1,346.80	\$134.68
8780.4 - MEMORIAL INTEREST	\$716.63	\$89.98	\$118.01	\$688.60
Total ENDOWMENT & MEMORIAL FUND	<u>\$689,006.86</u>	<u>\$126,136.18</u>	<u>\$79,421.76</u>	<u>\$735,721.28</u>
SUSPENSE FUND				
8805.5 - MISCELLANEOUS SUSPENSE	\$49.50	\$0.00	\$49.50	\$0.00
8806.5 - EVENT INSURANCE	\$31.78	\$0.00	\$31.78	\$0.00
8820.5 - KEY DEPOSITS	\$2,379.50	\$0.00	\$2,379.50	\$0.00
8825.5 - BUILDING CLEANING DEPOSITS	\$54.09	\$0.00	\$54.09	\$0.00
8829.5 - CalSavers	\$107.99	\$161.30	\$269.29	\$0.00
8836.5 - CHILD SUPPORT - PAYROLL	\$100.00	\$75.00	\$175.00	\$0.00
8837.5 - GARNISHMENT - PAYROLL	\$350.00	\$525.00	\$875.00	\$0.00
8891.5 - PREPAID PLEDGE	\$7,596.33	\$1,611.00	\$9,207.33	\$0.00
8892.5 - PREPAID OCWM	\$889.17	\$40.00	\$929.17	\$0.00
Total SUSPENSE FUND	<u>\$11,558.36</u>	<u>\$2,412.30</u>	<u>\$13,970.66</u>	<u>\$0.00</u>
Total Temporary Restricted	<u>\$887,433.51</u>	<u>\$227,274.50</u>	<u>\$201,232.13</u>	<u>\$913,475.88</u>
PERMANENT RESTRICTED				
8704.4 - ENDOWMENT - MARTIN(1)	\$82,183.68	\$13,826.06	\$7,968.84	\$88,040.90
Total PERMANENT RESTRICTED	<u>\$82,183.68</u>	<u>\$13,826.06</u>	<u>\$7,968.84</u>	<u>\$88,040.90</u>

TRANSFERS BETWEEN ACCOUNTS

December, 2024

Date	Transferred from Acct.#	Transferred to Account #	Amount	Reason
2.21.24	8399.3-Undes. Rest.	8306.3-M & O Reserves	\$ 3,504.83	Move unused M & O 2023 bud. to reserves.
7.29.24	8701.4-UCC Found.	8321.3-Prop. Upkeep Reserves	\$ 12,261.00	Annual 2024 allocation per LC Motion
9.30.24	2098.0-Key/Event Deposits	8321.3-Prop. Upkeep Reserves	\$ 2,014.87	Moved fr. Accounts Payable per Finance Committee
12.31.24	5609.1-Musical Instruments	8349.3 Musical Instr. Res.	\$ 365.00	Trsf Over budget charges for organ repair to Reserves
12.31.24	5406.1-Outreach Reserve	8306.3-M & O Reserves	\$ 1,134.79	Unused Outreach Funds in 2024 Moved to M & O Reserves Per Budget (Wider Mission Pledges less Outreach Expenditures)
Total Restricted Transfers			\$ 19,280.49	

RELEASE OF RESTRICTED FUNDS TO GENERAL OPERATIONS

2024

Date	Released from Restricted Acct.#	Released to Gen Ops ITI Acct. #	Amount	Reason
12.2.24	8398.3-Assoc Min Ret Fund	4192.1-Gen Ops	\$ 14,869.00	To cover 2024 Deficit Per Budget
12.31.24	8399.3-Undes. Rest.	4192.1-Gen Ops	\$ 1,730.66	Moved to cover 2024 Gen Ops Deficit
Total Release of Restricted Funds			\$ 16,599.66	

Memorial and Endowment Funds Available for Grants
12/31/2024

Account #	8701.4	8745.4	8760.4	8775.4	8780.4
Account Name	UCC Found.	Mem CE/Youth	Mem Music/Arts	Undesignated Mem	Mem. Interest
Beg. Balance for 2024	\$15,000.00	\$5,223.90	\$66.75	\$1,481.48	\$ 716.63
Additional Donations/Earnings:					
7.31.24 Interest					\$44.64
12.31 Interest					\$45.34
Less 2024 Grants Approved					
12.31.23 Bookkeeper Acct. Manual	-\$1,500.00				
12.31.23 Garden Grant C/O				-\$107.23	
1.16.24 Dishwasher Grant				-\$1,100.00	
2.20.24 Usher Grant					-\$150.00
3.31.24 Unused Dishwasher Grant added back				\$53.49	
6.11.24 Conference Delegates Grant				-\$200.00	
9.30.24 Closed grant balances added back:					
Acct. Manual	\$53.43				
Conf. Delegates				\$6.94	
Usher Luncheon					\$31.99
Remaining Funds Available for Grants	\$13,553.43	\$5,223.90	\$66.75	\$134.68	\$688.60

APPROVED GRANT BALANCES

31-Dec-24

	Garden Supplies Acct. 8775.4 5.17.23 (from last year) \$1,800.00	Thermostat Replacement Acct. 8701.4 10.10.23 (from last year) \$2,000.00	Acctg. Manual Acct.8701.4 12.20.23 (current year) \$1,500.00	Usher Luncheon Acct.8780.4 2.20.24 (current year) \$150.00	Dishwasher Repair Acct. 8775.4 1.16.24 (current year) \$1,100.00	Conf. Delegates Acct. 8775.4 (current year) \$200.00
Disbursements:						
6.6.23	Church work day supplies					
		-\$170.25				
6.6.23	Church work day pizza					
		-\$143.83				
6.18.23	Church Work day weed cloth					
		-\$21.84				
6.11.23	Church work day trash cans					
		-\$80.00				
6.8.23	Church Work Day Chipper rental					
		-\$280.00				
7.18.23	Gardening tools					
		-\$727.57				
8.21.23	Mulch for landscaping					
		-\$136.05				
10.29.23	Mulch for landscaping					
		-\$132.93				
11.30.23	Therm. Part					
						-\$183.54
12.18.23	Sensicomfort Software					
						-\$15.00
12.5.23	Thermostat Part -amazon					
						-\$625.20
3.31.24	Acct. Manual 45.25 hrs March					
						-\$1,229.45
12.31.23	Unused Garden Grant C/O					
4.30.24	Acct Manual 8.0 hrs Apr					
						-\$217.12
2.29.24	Thermostat part-amazon					
						-\$120.02
4.22.24	Thermostat part Sensicomfort					
						-\$43.75
4.24.24	Usher Luncheon					
						-118.01
6.11.24	Conference Delegates					
						-193.06
8.27.24	Garden Supplies					
						-\$26.17
10.1.24						
						-\$13.94
11.15.24	Garden Supplies					
						-\$67.42
11.14.24	Sensicomfort app fees					
						-\$90.00
Grant Balances	\$0.00	\$922.49	\$53.43	\$31.99	\$53.49	\$6.94
Closed – balance added back			(\$53.43)	-\$31.99	-\$53.49	-\$6.94
			\$0.00	\$0.00	\$0.00	\$0.00

Year-End Notes for 2024 Financial Statements

- **2024 Revenue:**
 1. Local Ministry Pledges received were 97% of the budget (-\$11,308)
 2. Wider Mission Pledges received were 93% of the budget (-\$2,465)
 3. Rental revenue received was 93% of the budget (-\$7,378)
 4. Other revenue was 73% of the budget (-\$20,147).

- **2024 Expenditures** were well within the budget this year at 94%. Many line items were underspent and we (sadly) saved 25% of the amount budgeted for our Associate Minister when Pastor Rachel left in September.

- **IRS Tax Refunds**—In December of this year, we received an additional ERC credit from the IRS, which provided much-needed revenue. This credit was for keeping staff employed in 2021 during the pandemic. This should be the last payment, although some residual funds may still be received.

- **Mission and Outreach**—\$1,134.79 was transferred in December to M & O Reserves for future use. As has been our practice, this amount is the residual of total Wider Mission Pledges received for 2024 less all Outreach money spent in 2024 (\$29,030.87 less \$27,896.00 = \$1,134.79)

- **To Balance the 2024 Budget**—Releases from restricted funds were made as follows to cover the 2024 deficit:
 1. \$14,889.00 was transferred to General Operations from the Associate Minister's Retention Fund per the budget.
 2. An additional \$1,730.88 was transferred to General Operations from Undesignated Reserves to cover the remaining deficit.

D. Euritt, Bookkeeper 1/8/24

2025 Proposed Budget

Community Church of Sebastopol
 Operating Fund: Proposed Budget 2025
 January 19, 2025

Accounts	Annual Budget (2024)	Proposed 2025 Budget	% Change from 2024 Budget
Revenues			
Revenue			
Local Ministry Pledge			
4101.1 - Monthly Local Ministry Pledges	350,954.00	390,132.00	11.2%
Total Local Ministry Pledge	350,954.00	390,132.00	11.2%
Wider Mission Pledge			
4104.1 - Wider Mission Pledges	31,496.00	37,095.00	17.8%
Total Wider Mission Pledge	31,496.00	37,095.00	17.8%
Facility Use Revenue			
4116.1 - Facility Use Fees	30,000.00	30,000.00	0.0%
4117.1 - Memorial Hall Rental	45,000.00	46,000.00	2.2%
4120.1 - Casa De Bambini	28,050.00	27,000.00	-3.7%
4162.1 - Zero Waste	3,600.00	3,600.00	0.0%
Total Facility Use Revenue	106,650.00	106,600.00	-0.05%
Other Revenue			
4102.1 - Unpledged Gifts	30,000.00	30,000.00	0.0%
4103.1 - Overpaid Pledges	15,000.00	15,000.00	0.0%
4128.1 - Interest Income	4,000.00	2,200.00	-45.0%
4141.1 - Credit Card Processing Fees	800.00	800.00	0.0%
4179.1 - Miscellaneous Other	1,000.00	1,000.00	0.0%
4200.1 - ERC Credits from IRS	21,000.00	0.00	-100%
Total Other Revenue	71,800.00	49,000.00	-31.8%
Total Revenue	560,900.00	582,827.00	3.9%
Release of Restricted Funds			
4192.1 - Release for Gen Ops Use	14,869.00	0.00	-100.0%
Total Release of Restricted Funds	14,869.00	0.00	-100.0%
Total Revenues	575,769.00	582,827.00	1.2%

2025 Proposed Budget Cont...

Community Church of Sebastopol
Operating Fund: Proposed Budget 2025
January 19, 2025

Accounts	Annual Budget (2024)	Proposed 2025 Budget	% Change from 2024 Budget
Expenses			
PERSONNEL			
Lead Minister			
5110.1 - Lead Min Salary/ Housing	101,732.00	105,250.00	3.5%
5xxx.1 - Lead Min SS Offset	7,782.00	8,052.00	3.5%
5111.1 - Lead Minister Pension, 14%	15,332.00	15,862.28	3.5%
5112.1 - Lead Minister Fam Protect, 1.5%	1,643.00	1,699.53	3.4%
5113.1 - Lead Minister Med/Dental	5,045.00	5,533.56	9.7%
5115.1 - Lead Min Prof Exp	4,000.00	5,000.00	25.0%
Total Lead Minister	135,534.00	141,397.37	4.3%
Assoc Minister			
5121.1 - Assoc Min Salary/Housing	83,580.00	34,825.00	-58.3%
5xxx.1 - Assoc Min SS Offset	6,394.00	2,664.11	-58.3%
5122.1 - Assoc Min Pen 14%	12,596.00	5,248.48	-58.3%
5123.1 - Assoc Min Life 1.5%	1,350.00	562.34	-58.3%
5125.1 - Assoc Min Prof Exp	4,000.00	1,666.67	-58.3%
5148.1 - Assoc Minister Medical/Dental	0.00	0.00	-
Total Assoc Minister	107,920.00	44,966.60	-58.3%
Handbell Ensemble Director			
5601.1 - Handbell Director	9,970.00	10,269.00	3.0%
5613.1 - Handbell Dir Prof Expense	0.00	0.00	-
Total Handbell Ensemble Director	9,970.00	10,269.00	3.0%
Keyboardist			
5602.1 - Keyboardist	13,102.00	13,497.00	3.0%
5605.1 - Keyboard Substitutes	0.00	0.00	-
Total Keyboardist	13,102.00	13,497.00	3.0%
Chancel Director			
5630.1 - Choral Director	13,349.00	13,749.00	3.0%
Total Chancel Director	13,349.00	13,749.00	3.0%
Congregational Admin			
5145.1 - Congregational Admin	56,774.00	59,904.00	5.5%
5146.1 - Cong Admin Prof Exp	600.00	600.00	0.0%
5147.1 - Cong Admin Healthcare	600.00	600.00	0.0%
Total Congregational Admin	57,974.00	61,104.00	5.4%

2025 Proposed Budget Cont...

Community Church of Sebastopol
 Operating Fund: Proposed Budget 2025
 January 19, 2025

Accounts	Annual Budget (2024)	Proposed 2025 Budget	% Change from 2024 Budget
Custodian			
5204.1 - Custodian	40,706.00	46,969.52	15.4%
5205.1 - Custodian Prof Exp	0.00	0.00	-
5220.1 - Custodian Dental	600.00	600.00	0.0%
Total Custodian	41,306.00	47,569.52	15.2%
Other Staff			
5140.1 - Bookkeeper	14,130.00	17,472.00	23.7%
5140.2 - Bookkeeper Grant Offset	0.00	0.00	-
5305.1 - Nursery Attendants	7,140.00	5,996.00	-16.0%
5614.1 - Guest Preacher	500.00	2,500.00	400.0%
5615.1 - Sound Technician	4,992.00	5,304.00	6.3%
5616.1 - Guest Musician	500.00	500.00	0.0%
Transitional Staffing	0.00	16,979.42	NEW
Total Other Staff	27,262.00	48,751.42	78.8%
Misc. Personnel			
5141.1 - Staff Substitutes	500.00	500.00	0.0%
5149.1 - Misc. Staff	0.00	0.00	-
5185.1 - FICA/Medicare: All Staff	11,842.00	12,788.09	8.0%
5620.1 - Personnel Committee	500.00	0.00	-100.0%
5621.1 - Ministry Works Payroll Fees	2,600.00	3,300.00	26.9%
5622.1 - HR Consultant	720.00	720.00	0.0%
5623.1 - Background Check	0.00	500.00	NEW
Staff Mileage	0.00	900.00	-
Total Misc. Personnel	16,162.00	18,708.09	15.8%
Total PERSONNEL	422,579.00	400,012.00	-5.3%

2025 Proposed Budget Cont...

Community Church of Sebastopol
Operating Fund: Proposed Budget 2025
January 19, 2025

Accounts	Annual Budget (2024)	Proposed 2025 Budget	% Change from 2024 Budget
FACILITIES			
Office			
5170.1 - Computer Maint/Supplies	400.00	200.00	-50.0%
5173.1 - Marketing	300.00	300.00	0.0%
5174.1 - Software/Apps	5,400.00	4,500.00	-16.7%
5179.1 - Staff Mileage	900.00	0.00	-100.0%
5181.1 - Office Supplies	2,000.00	2,500.00	25.0%
5182.1 - Postage	800.00	900.00	12.5%
5183.1 - Off Equip Lease/Purchase	5,800.00	5,800.00	0.0%
5801.1 - Misc. Expense	500.00	500.00	0.0%
Total Office	16,100.00	14,700.00	-8.7%
Campus Expenses			
5203.1 - Utilities	47,800.00	53,000.00	10.9%
5206.1 - Custodial Supplies	4,000.00	4,000.00	0.0%
5208.1 - Property Upkeep	6,000.00	12,000.00	100.0%
5215.1 - Landscaping	300.00	300.00	0.0%
Health & Safety Team	0.00	1,000.00	NEW
Total Campus Expenses	58,100.00	70,300.00	21.0%
Total FACILITIES	74,200.00	85,000.00	14.6%
FINANCES			
5186.1 - Workers Compensation Ins	3,200.00	3,600.00	12.5%
5189.1 - Processing Fees	2,000.00	2,000.00	0.0%
5192.1 - Bank, Credit Card, & Late fees	800.00	900.00	12.5%
5211.1 - Property/Accident Ins	27,000.00	29,000.00	7.4%
5212.1 - Property Tax, Church	729.00	8,000.00	997.4%
5213.1 - Facility Licensing	1,225.00	1,300.00	6.1%
5217.1 - Accident Insurance	0.00	0.00	-
5704.1 - Stewardship	200.00	200.00	0.0%
Total FINANCES	35,154.00	45,000.00	28.0%

2025 Proposed Budget Cont...

Community Church of Sebastopol
 Operating Fund: Proposed Budget 2025
 January 19, 2025

Accounts	Annual Budget (2024)	Proposed 2025 Budget	% Change from 2024 Budget
WORSHIP AND ARTS			
Music			
5606.1 - Music Licensing	450.00	450.00	0.0%
5607.1 - Chancel Choir	250.00	300.00	20.0%
5609.1 - Musical Instruments Maint	1,000.00	1,500.00	50.0%
5610.1 - Handbell Ensemble	600.00	500.00	-16.7%
Total Music	2,300.00	2,750.00	19.6%
Other Worship			
5701.1 - Worship Supplies	720.00	1,000.00	38.9%
5713.1 - Banners	500.00	250.00	-50.0%
Total Other Worship	1,220.00	1,250.00	2.5%
Total WORSHIP AND ARTS	3,520.00	4,000.00	13.6%
FAITH FORMATION			
Children's Faith Formation			
5301.1 - Children's Ministry	0.00	2,800.00	-
5304.1 - Nursery Supplies	120.00	120.00	0.0%
5306.1 - Vacation Bible School	0.00	0.00	0.0%
5312.1 - OWL	1,000.00	1,000.00	0.0%
Total Children's Faith Formation	1,120.00	3,920.00	250.0%
Youth Faith Formation			
5302.1 - High School Youth Group	1,000.00	1,000.00	0.0%
5309.1 - Middle School SALT Trip	750.00	750.00	0.0%
5311.1 - Middle School Youth Group	750.00	750.00	0.0%
5313.1 - High School SALT Trip	1,000.00	1,000.00	0.0%
5321.1 - Confirmation	500.00	0.00	-100.0%
Total Youth Faith Formation	4,000.00	3,500.00	-12.5%
Adult Faith Formation			
5308.1 - Adult Education	0.00	200.00	-
Total Adult Faith Formation	0.00	200.00	-
Misc. Faith Formation			
5307.1 - Safe Church Policy	500.00	0.00	-100.0%
5353.1 - Camperships	0.00	0.00	-
Total Misc. Faith Formation	500.00	0.00	-
Total FAITH FORMATION	5,620.00	7,620.00	35.6%

2025 Proposed Budget Cont...

Community Church of Sebastopol
 Operating Fund: Proposed Budget 2025
 January 19, 2025

Accounts	Annual Budget (2024)	Proposed 2025 Budget	% Change from 2024 Budget
CARE AND FELLOWSHIP			
5703.1 - Fellowship Events	400.00	400.00	0.0%
5706.1 - Membership	800.00	800.00	0.0%
5714.1 - Kinship Hour	1,200.00	1,700.00	41.7%
Total CARE AND FELLOWSHIP	2,400.00	2,900.00	20.8%
OUTREACH			
5401.1 - Mission & Outreach	5,896.00	6,944.12	17.8%
5402.1 - Food Pantry	10,000.00	11,777.69	17.8%
5403.1 - OCWM	10,000.00	11,777.69	17.8%
5404.1 - North Bay Organizing Project	2,000.00	2,355.54	17.8%
5406.1 - Outreach Reserve	3,600.00	4,239.97	17.8%
Total OUTREACH	31,496.00	37,095.00	17.8%
GOVERNANCE			
5503.1 - Conference Delegates	400.00	800.00	100.0%
5711.1 - Church Council	400.00	400.00	0.0%
Total GOVERNANCE	800.00	1,200.00	50.0%
Total Expenses	575,769.00	582,827.00	1.2%
Net Total	-	-	