



2020-2021 ANNUAL REPORT

UNITED CHURCH *of* CHAPEL HILL

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COUNCIL

Officers: Gaylen Brubaker (Moderator), Melanie Joiner (Assistant Moderator), Doug Bruce (Treasurer) and Karen Demby (Clerk).

At-large members: Angel Collie, Helen Hoenig, Jeremy O’Conner, and Robin Smith.

Board chairs: Linda Sellars (Adult Ed), Linden Thayer (Children’s Ed), Megan Hughes (Youth and Young Adults), Peter Schay (Deacons), Lee Sorensen (Fellowship), Ingrid Schmidt (BJOS) Susan Renwick (MES) and Anne Stoddard (Trustees). Cameron Barr (Senior Pastor) is also a voting member of the Council; other pastors often attend, but are not voting members.

Primary Responsibilities

The Church Council is responsible for major policies and priorities of the church, including: church programs, finances, governance, and personnel. Council also hosts two congregational meetings each year, one to discuss and approve the church budget and one to elect members of council and boards. These meetings also provide opportunities to share information and concerns within the congregation and to vote on broader issues.

Highlights

- Council discussed the book Waking Up White, to increase its sensitivity to white privilege. Our discussion was facilitated by LaShauna Austria, the racial equity consultant to the Southern Conference.
- Council proposed, and the congregation approved, updates to our bylaws that shifted the responsibility for the Senior Pastor’s review from the Pastor Relations Committee (PRC) to the Church Council, removed the Assistant Moderator from the PRC, and increased the flexibility in how some of the boards function.
- Council proposed and the congregation accepted a 2021 budget; about 2.5% lower than 2020.
- Council adopted a modified approach to selecting church officers and at-large members, with a goal of increasing the diversity of the church leadership.
- Council supported BJOS and the congregation in a number of financial initiatives, including: Spreading Justice, Habitat for Humanity, Church World Service, IFC, ReEntry House, and the Scholastic Support Center.

Covid-19 Adaptations

Due to restrictions of gatherings, all congregational meetings and Council meetings were held virtually.

Additional Information

Due to the continued financial support of church members (and cost savings in some programs), we have been able to continue paying all of our staff during the pandemic, including those who normally only work on Sundays. Staff responsibilities and hours for Pastors McPherson and Hanchey have increased and their responsibilities expanded in response to shifting needs within the congregation.

TREASURER

We are very pleased to report that 2020 closed out well even with all the personal and economic upheaval of the pandemic.

Budget: We budgeted a deficit of roughly \$15,000 and finished with a surplus of over \$4,600. Our sincere thanks to the congregation and staff for making this happen.

Total revenues for 2020 were budgeted at \$1,014,000, but actual revenues were \$926,000. This shortage of \$88,000 was primarily caused by:

- Contributions less than budget by \$67,000
- Building use income under by \$7,000
- Other income under by \$14,000

Fortunately, the shortage in revenues was more than offset by expenses being under budget by approximately \$108,000. Most of the savings were a result of no in-person worship and minimal building use. Some significant areas of savings included:

- Board of Trustees: savings of \$15,000 due to reductions in office supplies, printing, and postage
- Building and Grounds: savings of \$13,000 in janitorial supplies, utilities, and maintenance
- Personnel: savings of \$27,000 due to changes in administrative staffing
- Children and Youth: savings of \$15,000 due to lack of in-person programming and the availability of grant funds for youth

Designated Funds: UCCH has over 60 designated funds used for special events and projects that are not part of the annual budget. These have some level of restriction on the use of the funds. We are proud that in 2020, this community supported many needed causes and projects. We received and recorded \$226,016 in 2020 for specific use funds. Several of the largest included:

- Chapel Hill-Carrboro Public School Lunch Program: \$18,530
- Habitat for Humanity Partnership: \$26,670
- Christmas Giving Tree: \$10,155
- Triangle Mask Project (Duke Grant): \$68,500
- Spreading Justice (Pastors' Discretionary Fund and Racial Justice Ministries): \$68,804
- Virtual Alternative Gift Market: \$9,677

UCCH Endowment Funds: We have three investment funds with United Church Funds (Mission & Outreach Fund, Buildings & Grounds Fund, and Ministry Fund) and two with the North Carolina Community Foundation (Endowment Fund and Buildings & Grounds Fund). Total account value on January 1, 2020 was \$728,542, and increased to end 2020 at a market value of \$814,992.

Paycheck Protection Program (PPP): The \$138,5000 PPP loan we received in 2020 has been forgiven in full. These funds, in addition to the faithful contributions of the congregation, have ensured ongoing payment to all staff, including those unable to work while we are not meeting in person (like nursery and kitchen staff). Thanks to Duane, Kati, and Derek Harrison (Assistant Treasurer) for all the work related to this SBA program.

TREASURER cont.

2021 Interim Update: We want to give a few updates on 2021 finances through the end of March. Obviously, expenses and giving continue to be impacted by the lack of in-person worship and reduced use of our building. Some items to note:

- Over \$853,000, including over \$32,000 in Step Up gifts, was pledged during the 2021 stewardship campaign. Thanks to the Board of Membership Engagement & Stewardship for leading this successful effort, which shows the congregation's continued generosity and motivation to support the church's ministry.
- For 2021, we will record \$50,000 of proceeds from the Paycheck Protection Program to the operating budget. The remainder is in a Designated Fund for future use.
- Year-to-date revenues through the end of March were \$13,000 better than budget and expenses were less than budget by over \$25,000. We expect the savings on expenses to decrease over the year as worship and building expenses return to normal levels.
 - Through March, Step Up pledges and the PFP have provided \$16,525 and \$12,501 in revenues respectively.
- Over 61 families contributed over \$15,000 to the special 2021 Easter offering to Reentry House Plus.

Thank you for your continuing financial support to UCCH. Please contact us with any questions or for further details on any of the funds mentioned above.

Thank you,

Doug Bruce, Treasurer	bruce.doug3@gmail.com
Kati Ruark, Church Administrator	kruark@unitedchurch.org
Duane Gilbert, Business Manager	dgilbert@unitedchurch.org

TREASURER cont.

Revenues & Expenses					
January - December 2020					
	Accounts	2020 Actual	2020 Budget	% of Annual Budget Used	% of Total Actual Expenses
Revenues					
	Contributions¹	\$912,020.05	\$979,003.00	93%	
	Other Income²	\$14,035.17	\$35,183.00	40%	
	Total Revenues	\$926,055.22	\$1,014,186.00	91%	
Expenses					
	Board of Justice Outreach & Service	\$42,347.61	\$52,752.00	80%	4.60%
	Board of Children's Ministries	\$2,530.97	\$11,088.00	23%	0.27%
	Board of Youth & Young Adult Ministries	\$4,330.46	\$10,560.00	41%	0.47%
	Board of Adult Ed Ministries	\$561.03	\$1,968.00	29%	0.06%
	Deacons				
	Music	\$15,255.65	\$23,625.00	65%	1.66%
	Worship & Programs	\$1,438.00	\$4,995.00	29%	0.16%
	Total Deacons	\$19,292.74	\$35,941.00	54%	2.09%
	Board of Fellowship	\$605.06	\$4,757.00	13%	0.07%
	MES Board	\$6,941.11	\$10,848.00	64%	0.75%
	Church Council	\$30,338.30	\$31,448.00	96%	3.29%
	Board of Trustees	\$52,928.79	\$68,200.00	78%	5.74%
	Buildings & Grounds	\$60,832.09	\$74,010.00	82%	6.60%
	Personnel	\$700,706.65	\$728,060.00	96%	76.05%
	Total Expenses	\$921,414.81	\$1,029,632.00	89%	
Net Total		\$4,640.41	(\$15,446.00)		
	¹ Includes pledged and non-pledged offerings.				
	² Includes building use payments.				

TREASURER cont.

Balance Sheet December 2020			
Assets			
Current Assets			
Checking			
1-1011 - First Citizens	\$	698,551.96	
Total Checking		\$698,551.96	
Other Receivables			
1-1202 - County Sales Tax - 2.0% (Wake)		\$294.40	
1-1203 - County Sales Tax - 2.0% (Orange)		\$267.84	
1-1204 - County Sales Tax-2.0% (Durham)		\$36.70	
1-1207 - County Sales Tax-2.0% (Alamance)		\$7.09	
1-1265 - State Sales Tax - 4.75%		\$1,407.63	
1-1298 - Other Receivables		\$782.00	
1-1299 - Credit Card Clearing		\$169.23	
Total Other Receivables		\$2,964.89	
Total Current Assets			\$701,516.85
Foundation Fund Investments			
1-1301 - UCF Mission & Outreach Fund		\$373,103.68	
1-1302 - UCF Buildings & Grounds Fund		\$251,667.57	
1-1303 - UCF Ministry Fund		\$13,909.86	
1-1305 - NCCF Endowment Fund		\$65,797.04	
1-1306 - NCCF Building and Grounds Fund		\$110,514.12	
Total Foundation Fund Investments			\$814,992.27
Fixed Assets			
1-1400 - Land		\$262,500.00	
1-1401 - Building		\$7,506,073.55	
1-1402 - Furniture & Fixtures		\$295,256.77	
1-1403 - Equipment		\$7,186.47	
Total Fixed Assets			\$8,071,016.79
Total Assets			\$9,587,525.91
Liabilities, Fund Principal, & Restricted Funds			
Liabilities			
Current Liabilities			
1-2005 - Payroll Protection Plan Loan ¹		\$138,500.00	
1-2010 - Prepaid Pledges ²		\$126,800.62	
1-2020 - Building Use Deposits		\$550.00	
1-2021 - Payroll Liabilities		\$619.93	
1-2023 - Insurance Liabilities		\$2,007.25	
Total Current Liabilities			\$268,477.80
Total Liabilities			\$268,477.80
Fund Principal			
1-2998 - Fixed Asset Cost, less Loans		\$8,069,239.79	
1-2999 - Fund Principal - Church		\$124,618.27	
Excess Cash Received ³		\$4,640.41	
Total Fund Principal and Excess Cash Received			\$8,198,498.47
Restricted Funds			
Total Designated Funds ⁴		\$305,557.37	
Total Foundation Funds ⁵		\$814,992.27	
Total Restricted Funds			\$1,120,549.64
Total Liabilities, Fund Principal, & Restricted Funds			\$9,587,525.91

¹ The PPP Loan has been forgiven and was transferred to a designated fund in 2021.

² Prepaid pledges paid in 2020 are for 2021 and transferred monthly to pledged income.

³ Excess cash is the operating surplus. This amount plus the Fund Principal becomes the starting balance for emergency funds in 2020.

⁴ Designated funds are funds received outside of the operating budget for restricted use (special projects, events, etc.)

⁵ Invested with United Church Funds and the NC Community Foundation.

Board of Deacons

Board Members

Peter Schay (chair), Maureen Adams, Victoria Adeleke (deceased), Robb Anderson, Judy Bruce, Lori Carter, Mary Jenne, Phil Renwick, Andy Short, Lisa Stuckey

Primary Responsibilities

The Board of Deacons nominally consists of twelve members and is responsible for supporting and enhancing all worship experience for our congregation. We oversee committees responsible for: Ushers; Music; Visual Arts; La Mesa y Café; Sound; Taizé Worship; Health, Wellness and Community Care; Members in Discernment; Bereavement; and Laity Sunday.

Highlights

- The suspension of in-person worship services has dramatically reduced the week-to-week responsibilities of the Deacons. We have, however, assisted the pastors and staff in the production of online services as required.
- The Board has continued to work with the La Mesa Committee and the Music Committee to ensure that the budgetary needs of La Mesa are being met. To ensure ongoing coordination with La Mesa, Pastor David Mateo now participates in the monthly Board meetings along with Pastor Cameron.
- The Board has worked actively with the staff and the Sunday Morning Scheduling Task Force on the planning for the resumption of in-person services. This includes working with the staff and Trustees regarding acoustical interference between the sanctuary and La Mesa services.
- We were unable to recruit a full complement of Deacons for the 2020–2021 program year. In the absence of in-person worship services, this shortfall has not been a problem. Looking ahead to a schedule of only one sanctuary service each Sunday, we are considering reducing the size of the Board to nine Deacons.

Additional Information

We mourn the passing of Deacon Victoria Adeleke.

La Mesa

La Mesa, our bilingual worship service, enhances the diversity, spirituality, and faith of people in a radically welcoming and inclusive space where the table of the Lord becomes the sacred meeting space.

La Mesa continues to worship online and gather virtually at 11:00 a.m. every Sunday. Pastor David Mateo also often hosts Facebook Live sessions after worship.

Music Committee

Committee Members

David Taylor (chair), Candace Marles, Rachael Clemens, Rudis Romero, Ursula Wuerth, Daniel Thayer, Dylan Verinder, and Erica Tillman, with staff members Jenny Anderson and Bob Brewer. Maureen Adams served as our Deacon liaison.

Primary Responsibilities

The music program at United Church seeks to create music that speaks to the soul, uplifts the spirit, and deepens worship. As we complete more than a year of virtual worship, we look back on ways we have tried to meet these goals virtually.

Highlights

- The board ensured that we had the equipment needed for creating recordings, and that we adapted staff responsibilities to meet our changing needs. We purchased an iPad and new recording equipment, including professional Neumann mics, mixer, and ancillary pieces for ambient recording in the sanctuary.
- In addition to music for worship, the music program contributed videos to virtual VBS and Sunday School, and coordinated and produced four virtual outreach events: Open Mic for Racial Justice, All Church Hymn Sing, Organ and Friends Recital, Music for an Advent Evening.
- Recordings for worship were made by vocal and instrumental soloists, vocal quartets, small instrumental groups, the La Mesa Band, and groups of singers from the Adult Choir and United Voices of Praise from the portico. Many members of the Junior, Youth and Adult Choirs recorded individually at home for virtual choir recordings. The vast majority of these were coached and accompanied by organist, Robert Brewer, with Jenny Anderson overseeing the recording.
- UCCH Groups that were active this year were: Grace Notes, Junior, Youth and Adult Choirs (the latter consisting of members of Chancel Choir and Chamber Singers), Chancel Handbells, UVoP, the Commas, and La Mesa Band. A full report detailing activities of these groups is available from the Director of Music.

Covid-19 Adaptations

One of the many challenges of the year was learning the best method for recording, mixing and video-editing. Many staff members adapted their responsibilities to our new needs: Milo Fryling oversaw our early portico recordings, and Nan de Andrade and Jenny Anderson learned audio and video editing. Nicholas Boyd, an outside consultant, mixed and edited our more complicated virtual recordings, starting with our Christmas virtual choirs.

Additional Information

The Music Committee wants to thank church members of particular note for their many contributions: Terry Patrickis (flute solos, as well as obbligatos for choral pieces), Renée McBride and Julie Mitchell (organ solos), Barbara Wildemuth (piano solos and duets with Bob Brewer), Jack Denniston (member and liaison for the Triangle Tuba Quartet and Amici Brass Quintet), and the Portico Jazz Quartet.

Visual Arts Committee

Committee Members

Natalie Boorman, Chair, Cely Chicurel, David Taylor, Dick Hill, Diane Whitney, Maureen Adams, Board of Deacons Rep.; Kati Ruark, Staff Liaison

Primary Responsibilities

Provide visual art experiences for congregation, coordinate altar decorations, organize advent and other important holiday decorations, curate art shows, consult as needed with groups in the church regarding art projects.

Highlights

- Kept fresh flowers on the altar
- Participated in the Alternative Gift Market (AGM)
- Provided decorations for Advent and Easter, including the Flowering Cross
- Helped organize the sacristy

Covid-19 Adaptations

- We coordinated with the pastors to make sure the altar flowers were fresh on the days they were videotaping the services
- We discontinued in-person art classes

Additional Information

Diane Whitney did a great job all year working with the pastors to keep the altar looking beautiful. The Visual Arts Committee will meet this summer to plan our usual art activities for the fall.



Board of Fellowship

Board Members

Lee Sorensen, Chair, Gary Boorman, Susan Warick, Jeannette Benjey (2021); Nubia Rivera, Delia Barrick, Lewraine Graham, and Jean Anne Barnes (2022); Linda Carolina Soto, Laurie Birdsong (2023); Louise Turrentine, Staff Liaison

Primary Responsibilities

Promote engagement among church members. Facilitate visitors and potential new members. Oversee church kitchen, including function and supplies. Host general, church-sponsored food events, including Christmas and Easter and fall welcome events.

Highlights

- Coffee (MES) and Food drive benefiting PORCH with UCCH ornament gift for donors. Full truckload (approx. 40 grocery bags)
- Coffee (MES) and Food drive benefiting IFC Food Pantry. Truckload (approx. 30 bags)
- Easter Sunrise reception after both in-person services
- Purchased biodegradable cups for church functions, which can be composted through CH recycling

Covid-19 Adaptations

Re-defined “fellowship” as personal and corporate interaction. To that end, virtual coffee hours after virtual zoom services. Outreach to homebound or isolated members (with MES joining us), keepsake giveaways at food drives, and sponsored first in-person coffee get-together Saturdays.

Additional Information

The Fellowship Board has embraced our Spanish-speaking community with two members, dual messages in Spanish and English, and contemporary or subsequent translation of all board business. We challenge other boards to do the same.



Board of Justice, Outreach and Service (BJOS)

Board Members

Denise Laux*, Mark Kleinschmidt*, Kitty Dalton, Gates Vrooman, Jane Landreth*, Rex Mercer, Henry Lister, Ingrid Schmidt (Chair), Larry Kroutil, Marcus Layer [*rotating off or taking a different church position]

Primary Responsibilities

Board of Justice, Outreach, and Service (BJOS) works to bring social, racial, economic and environmental justice issues before the congregation and partially fund social justice actions in the community through its various committees and groups. The board's work is grounded in the mission of United Church of Chapel Hill, as well as the church's covenants for Creation; Economic Justice; Open and Affirming; and Racial Truth, Justice and Reconciliation.

Alternative Gift Market

Henry Lister, Coordinator

This is our church's biggest annual fundraising event, hosting social justice vendors to assist them with selling goods and raising money for their respective charities.

The sales this year were online only, due to COVID. After 30 years of hosting over 45 different social justice vendors, it was disappointing not be able to support them. But we have hope to be back in a physical market in 2021.

While our contributions were down for 2020, with sales for InterFaith Council and Church World Service only one-quarter of our previous years (\$2,500 and \$6,300 respectively), we are grateful that \$3,000 was raised for Alamance-Orange Prison Ministries through pecan sales with Gates Vrooman's help, and other sales were also strong, such as Bill Chicurel's Jammin' for Africa in support of Trout Missions in South Africa.

Special thanks to Kati Ruark, who was instrumental in getting the market online, and organizing the distribution, marketing, and announcements.

Chapel Hill-Carrboro Peacemaking Scholarships

Jack Denniston and Skip Polson, Coordinators

2021 Chapel Hill-Carrboro Peacemaking Scholarships were awarded to four high school seniors: Katherine Berreth (CHHS), Abigail Boyer (ECHHS), Rebekah Siekierski (CHHS), and Julian Taylor (CHS).

We have awarded 30 scholarships over 13 years. BJOS, Alternative Gift Market, Benefit Concert, and individual donors were primary sources of scholarship funds. These contributions are greatly appreciated.

The Peacemaking Scholarship endowment fund is growing and we're taking steps to involve more religious faith groups locally and spread this scholarship model to other communities.

BJOS cont.

Food Security

Kitty Dalton, Coordinator

The Food Security group started informally during the pandemic to help mobilize food donations during this time of tremendous need when many in-person volunteer activities were paused.

Chapel Hill/Carrboro CROP Hunger Walk - Benefitting Inter-Faith Council for Social Service and Church World Service food security efforts, church members made donations and walked “virtually” in small groups or individually during an expanded walk week, April 18-15, 2021. Wearing matching CROP Walk t-shirts, members of the UCCH youth group, parents and Pastors Cameron and Ian enjoyed a beautiful spring walk on the Pumpkin Loop trail in Chapel Hill on April 18, 2021. UCCH contributed over \$3,000, among the top five churches in the area.

Trader Joe’s Food Pickup - Beginning February 4, 2021, church volunteers pick up food donations from Trader Joe’s in Chapel Hill every Thursday and transport it to the new IFC Commons facility in Carrboro. These donations that might otherwise be thrown away, include meat, eggs, produce, bread and frozen food that will be used for meal preparation at the IFC Community Kitchen.

In addition to the above, the group hopes to expand its efforts to include such safe outdoor activities as the Biblical practice of “gleaning” unharvested produce from farmers’ fields, which is then donated to IFC (Leviticus 19:9-10).

Habitat for Humanity

Phill Wilson and Doug Call, Coordinators

UCCH is one of five local churches making up the Building Hope Partnership of the Habitat for Humanity of Orange County. The Partnership works at construction sites 8 or 9 Saturdays every fall. In addition to contributing time and effort as construction and lunch volunteers, members of UCCH annually make donations to help with the cost of materials and certified contractors and through the BJOS budget provide annual financial support to help with overhead costs for Habitat for Humanity of Orange County.

In 2020 due to COVID-19 Habitat for Humanity of Orange County closed all the construction sites in March, developed new COVID-19 safety protocols over the summer and construction was back in business for the fall Building Hope Partnership build cycle. The Building Hope home for 2020 was for the family of Lay Da / Naw Gay at 302 Odie St. Hillsborough NC. UCCH had several members volunteer for construction at the job site in the fall of 2020 and as a congregation made a significant financial contribution to the Building Hope Partnership, exceeding the target amount.

Pastor Cameron visited the Habitat worksite in Hillsborough in October 2020 to discuss the UCCH commitment to the Building Hope Partnership with Matt Bridges of Habitat for Humanity Orange County, NC. Here is a link to the YouTube video. <https://www.youtube.com/watch?v=MaA1Us1QoEc&feature=youtu.be>

BJOS cont.

Justice United

Beginning in 2021, Pastor Ian was charged with building a new team of lay leaders committed to working with Orange County Justice United (OCJU). OCJU began the new year by celebrating successes of previous campaigns, which focused on living conditions for our neighbors in mobile home parks as well as increased representation of people of color in Chapel Hill-Carrboro Schools faculty and staff.

A new cycle of organizing has begun with listening sessions aimed at charting new organizing objectives for this collective. UCCH members have participated in these gatherings to shape the course of OCJU's work, and we hope UCCH will be an active participant in on-the-ground organizing as these objectives come into focus.

Open & Affirming (ONA) LGBTQIA+ Ministries

Marcus Layer, Committee chair

Members (including, but not limited to): Angel Collie, Bill Chicurel, Erica Tillman, HL Holder-Brown, Jane Landreth, Joey Honeycutt, Lee Sorensen, Mark Kleinschmidt, Matthew Rosso, Megan DeMarco, Michelle Pooler, Morgan Maccherone, Stacy Gunter

Responsibilities: to advocate, support and educate as it relates to queer and trans-identified folks within UCCH and the beyond as applicable.

On September 27, ONA hosted a virtual Panel with LGBTQ+ Faith Leaders (via Zoom) titled A Call to Openness and Affirmation: A Panel Discussion with LGBTQ+ Faith Leaders. Panelist each received charitable honorariums that benefited the following community organizations:

- Trans Women of Color Collective
- LGBT Center of Raleigh
- Durham Crop Hunger Walk
- LILA Latinx LGBTQI+ Initiative
- Raleigh Episcopal Campus Ministry

ONA continues to maintain its commitment to the local queer community throughout this pandemic with a continuation of a digital format for many of our activities. We invite you to be a part of our monthly 2nd Sunday zoom ONA meet-ups that include more fellowship and conversation, instead of solely event planning. It's been a really great change!

Prison Ministries

Gates Vrooman, Coordinator

Reentry House Plus - With the collaborative efforts of Racial Justice Ministries, Prison Ministries, and BJOS, our church has generously supported, through its Special Easter Appeal for \$15,000, the purchase of a house in Hillsborough to be used in helping men recently released from prison to have a successful transition into civilian life. It's a fresh start for them, a reawakening of hope and possibility.

The house is within walking distance of shopping and a bus stop and will be resourced by two certified peer counselors. Gates Vrooman has been on the Board since inception and Pastor David Mateo has just joined the Board. An on-line service of celebration and dedication was held on Sunday, May 23, and also broadcast on Facebook and You Tube. A special thank you to our pastors and church members for their leadership and giving to make Reentry House Plus a reality.

BJOS cont.

Prison Ministries continued

Chaplaincy Program - Our church continues to support the chaplaincy program at Orange Correctional Center. Chaplain Josh LeRoy receives his financial support from churches and individuals. No state or federal funds go toward his salary. The prison was locked down in March and has not yet reopened for visitors in the Yokefellow program or Sunday evening worship services. Chaplain Josh came down with the Covid-19 virus but thankfully is recovering.

Through efforts involving the Fellowship Board, Black Lives Matter vigil group and others, our congregation also collected a truly impressive number of toiletries for the prison, which Chaplain Josh delivered.

Racial Justice Ministries (RJM)

Members: Ingrid Schmidt (chair), Natalie Boorman, Christina Chauvenet, Karen Demby, Fred Joiner, Larry Kroutil, Carmen Monico, Phil Renwick, Phill Wilson

Responsibilities: RJM works in collaboration with other groups within and outside the church to identify and help implement ways UCCH can live more fully into its Racial Truth, Justice, and Reconciliation Covenant. The 2015 SCOR Report serves as a key resource in this work.

Black Lives Matter (BLM) Vigil - Coordinated by Natalie Boorman, the Black Lives Matter vigil started on August 7 and has been ongoing almost every Friday since that date, even through the winter. An average of 10-15 participants gather for an hour along Martin Luther King, Jr. Blvd, holding signs to share messages of anti-racism and social justice with people driving and walking past, and receiving enthusiastic honks in return.

The purpose of the vigil is to honor those who have died, and to keep visible the need for racial justice in all of our systems, especially policing. A number of Black neighbors have stopped to thank the group and say how important our show of support has been, especially during this difficult year. It has been a blessing for participants too, offering an important chance to meet one another in person while continuing COVID-related safety precautions.

NAACP support – Amaya Royster was the first recipient of the UCCH Youth Scholarship through the Chapel Hill-Carrboro Branch of the NAACP. Anna Richards, president of the local NAACP, offered a brief video about the scholarship and some of the branch's other work, which was shared with the congregation.

Wednesdays Together – Rev. Carl Kenney spoke on the history and theology of reparations on October 21 and 28, and on November 18 (between the elections and Thanksgiving) RJM members led a discussion on having difficult conversations with family about race.

FaithLands – On December 7, Robin Emmons, National Coordinator of FaithLands (an initiative of the Agrarian Trust) led a discussion about her organization, and how our church could consider supporting its work of eco-stewardship and reparative justice. This meeting grew out of connections through Rev. Carl Kenney of our partner Liberation Station, Home of the Underground Church in Durham.

FaithLands is creating a toolkit for churches that can help guide our faithful and justice-oriented use of land resources going forward. In the meantime, RJM and BJOS have begun to work with Kati Ruark in gathering information about unused parts of our church property, and to support Anitra Grove's work to create a shared community garden with our neighbors in the IFC Community House.

BJOS cont.

Sanctuary Committee

Chair: Leslie Elza, Members: Debbi Carter, Carol Edmonds, Mary Jenne, Karlene Knebel, and Denise Laux,
Pastoral Advisor: David Mateo.

Responsibilities: To provide support for immigrants in deportation and/or financial crisis, to raise funds for the Immigrant Emergency Fund, to study immigrant issues, to bring these issues to the congregation; and to serve as advocates for immigrant issues.

Highlights:

- Assisted preparation of an application to the Spreading Justice Fund for an immigrant who had recently left sanctuary in Chapel Hill.
- Directed disbursements from BJOS budget to N C Sanctuary Coalition at the NC Council of Churches, Apoyo, and the NC Justice Center.
- Coordinated a collection of Christmas gifts and Christmas treats which were delivered to an immigrant in sanctuary in Durham and another immigrant, who was formerly in sanctuary in Chapel Hill.
- Provided financial assistance from the Immigrant Emergency Fund to the family of an immigrant in sanctuary in Durham and to another immigrant needing assistance.

With the decrease of immigrants in sanctuary locally, the committee is looking at new ways to refocus its efforts and provide the best support to the immigrant community in the coming year.

Board of Membership Engagement, and Stewardship

Board Members: Susan Renwick, Mary McMillian, Jody Foreman, Dick Hill, Regina Dozier, Jeff Smith, George Collins and Alex Cordova

Primary Responsibilities

The Board develops, plans, organizes, and implements strategies to strengthen the congregation's resources. The Board equips the congregation to nurture our members' church identity and to engage their time, talents, and financial resources to fulfill the mission of the UCCH congregation.

Highlights

- Calling campaign with Fellowship Board
- Stewardship campaign
- Coffee hours outside including celebration for new members on May 1, 2021

Additional Information

We'd like to thank Jody Foreman for her leadership of the Stewardship and Dick Hill for his "Step-Up". MES helped Pastor Mary Elizabeth with Story Telling (George Collins), Valentine card mailings, and new members classes (Mary McMillian)



2020 Church Register

January 1, 2020: 934 members

Added: 2

Removed: 9

December 31, 2020: 927 members

Added: Joined in 2020 (2)

Carmen Monico

Wayne Nelson

The members of the 2019-2020 confirmation class were not confirmed as members due to the Covid-19 dispersion.

Removed (9): Herman Greene, Hadley Kifner, Drew Kifner, Deborah Morris, Alan Reed

Deceased: Denise Sills, Judith Smallwood (Associate), Ruth Strong, Tim Zurliene

Board of Trustees

Board Members

Anne Stoddard (Chair), Doug Bruce (Treasurer), Chris Brodie, Shu Wen Ng, Ben Sallard, Skip Polson, Carol Edmonds, Lucy Austin. Derek Harrison has served as Assistant Treasurer this year. Kati Ruark (Church Administrator) is the staff liaison to the Trustees, supported by Duane Gilbert (Business Manager).

Primary Responsibilities

The Board of Trustees has the overall responsibility for supervision of the finances and property of the church, including:

- Oversight of the annual operating budget and analysis of the actual financial results with respect to the budget
- Counting and depositing weekly offerings and payments to designated accounts
- Reviewing the annual third-party financial review and subsequently adjusting procedures
- Approving funds and contracts for major expenditures
- Planning for maintenance of the building and grounds
- Collection and management of the historical records of the church

Highlights

- Developed a budget process that took into account the unique challenges of this COVID year and held the congregation to budget in light of those challenges.
- Created an action plan for repairs to the church in advance of the congregation's return to the building. These include:
 - New carpet in the sanctuary
 - Replacement of lights for LEDs in lieu of compact fluorescents
 - Evaluation of acoustical solutions for the new Sunday morning schedule
 - Identification of tasks to be done by crews of volunteers, including painting and light carpentry
- Completed significant repairs to the stormwater pond after the failure of a Town inspection
- Facilitated discussions with the congregation to increase transparency of the UCCH budget process.
- At the request of the Council, led by Kati Ruark, prepared and presented a seminar on the basics of church finances, including both the operating budget and designated funds.

Covid-19 Adaptation

In addition to considering financial and building issues related to the pandemic, the Trustees have continued to meet by Zoom throughout this year.

Additional Information

Many members of the Church support the work of the Board of Trustees. Special thanks to Michael Pause, who has continued to serve as an authorized check-signer and facilitated weekly deposits in the past year; Gaylen Brubaker, who has consulted and worked on improvement projects; Phill Wilson, who has continued to monitor our HVAC system remotely throughout the past year; Alan Johnson, who maintains the church grounds; and Dianne Bertsch and Cindy Johnson, who serve as the church archivists.

Board of Adult Education

Board Members: Linda Sellars, chair, John Becton, Jill McArdle

Primary Responsibilities

The Board of Adult Education plans and publicizes faith formation programs for adults that will enable us to explore the breadth and depth of our Christian experience.

Highlights

The Board of Adult Education contributed to the online Wednesdays Together series:

a) In January, Pastor Ian McPherson organized a series on Voices of Liberation:

- Latinx Liberation and the Inauguration by Rev. David Mateo
- Black Women Imagine Collective Liberation by Rev. Chalice Overy
- Liberation and the Land by Rev. LaShauna Austria
- Queering and Embodying Liberation by Angel Collie, M.Div.

b) In April, Dan Vermeer, with Brian Southwell, led a series on climate change addressing the questions:

- How Should We Think about the Climate Crisis?
- Is Climate Change a Faith Issue?
- What Can We Do Together and Individually?
- How Should UCCH Respond?

Other adult education offerings included:

- Faith & Family, led by Deborah Adler and Toby McCoy. This conversation-centered group is open to parents of children of all ages. Participants share recommendations for books, articles, podcasts, and other resources, and meet weekly with the primary intent of supporting one another through one of life's most challenging and fulfilling journeys of faith: parenthood. In addition, we leave plenty of room for discussing family life in general, including challenges and successes with our own parents and siblings or whatever else comes up. The class has continued to meet virtually (Sunday mornings at 10:15am on Zoom) since we have not been able to meet in-person.
- Spiritual Growth, led by Cely Chicurel. The Spiritual Growth class has engaged in conversation about a number of books this year. The class has continued to meet virtually on Sunday mornings since we have not been able to meet in-person.
- Sacred Conversations on Race (SCOR), led by Fred Joiner and Ingrid Schmidt. Ongoing since 2008 and open to everyone, this class hopes to build a solid foundation of understanding and inspiration, so that participants can then take part in our congregation's many racial justice activities, take action as a community of faith, and create positive change. Classes were moved online as part of the pandemic safety measures, and met on Tuesday evenings. Part of the year was spent together with the Adult Forum when topics related to racial justice were discussed. To encourage the sharing of information through articles, events, and other resources, SCOR also maintains a listserv of approximately 90 members, and a Facebook page.

Additional adult education groups, including the Monday Noon Book Group, the Wednesday Morning Bible Study, Friday Morning Yoga, and the Monday Evening Women's Group, have continued to meet online since the suspension of in-person gathering.

Additional Information: The Board is very grateful to Pastor Ian McPherson for his support throughout the year and to all the lay leaders who have provided opportunities for adults to explore and grow in faith.

Board *of* Children's Ministry

Board Members

Anita Grove continued to serve as Director of Children's Ministry throughout the year under the leadership of Pastor Ian McPherson. Linden Thayer and Sarah Ovaska (2021), Aly Breisch, Julie DeClerque, Kathy Alberro, and Jeannette O'Connor (2022)

Primary Responsibilities

Working with our Director of Children's Ministries, church staff and wonderful congregation, we focused on supporting the faith formation of our children and families.

Highlights

- Weekly Virtual Sunday School - September to May, weekly virtual lessons were posted on Sunday mornings using Illustrated Ministry's curriculum including weekly opportunities to learn new songs with Jenny Anderson, Bob Brewer, Kathy Pause, and our youth.
- Weekly Faith and Family Class - the group, facilitated by volunteers, met weekly on Zoom to discuss the following books and/or podcasts as a way to guide discussion: "The Best Things Parents Can Do" by Susan Kohl; Brene Brown's podcast "The Gifts of Imperfect Parenting"; "Anxious About Going Back To 'Normal' After COVID? You're Not Alone" (NPR); "2 Key Ways Parents Can Raise Kids Who Are Eager To Do Chores: Goats and Soda" (NPR). The group also focused on issues and current topics related to parenting.
- Worship services include a children's message once per month.
- Annual Events - Vacation Bible School (VBS); Advent wreath-making; Christmas Giving Tree Outreach Project; Christmas Eve service; Stations of the Cross Good Friday Service; Marigold Planting Project

Covid-19 Adaptations

A strong effort has been made to stay connected with the families and children during this time through weekly worship videos in collaboration with Pastor Ian; attendance on Zoom calls with children's choir, youth group, and youth choir; weekly emails with resources and activities; our UCCH Facebook page for Families with Young Children; curriculum packet pickups for face to face connection; access to library books in collaboration with the Fellowship and Member Engagement Boards; and individual phone calls, FaceTime and Zoom calls with children and families as requested.

Additional Information

Our Sunday School curriculum was supported by the work of Illustrated Ministry through several curricula throughout the program year: Compassion Camp, Beatitudes, Reflections of the Heart, and an Illustrated Earth. The VBS theme was "Compassion Camp" and was supported by Pastors Ian McPherson, Cameron Barr, David Mateo, and Mary Elizabeth Hanchey, as well as Kati Ruark, Jenny Anderson, Bob Brewer, Nan de Andrade, and Gillian Fields. We offered VBS virtually for an entire week from 8/3-8/7 for preschool age through adults and it was well received.

Board of Youth and Young Adult Ministry

Board Members

Co-Chair Megan Hughes, Co-Chair Phil Hardy, Millie Brobston, Christine Harding, Karen Hensley, Rae Buckley, Kramer Reeves, Jenna Kolling, Elaine Andrews-Lanier

Primary Responsibilities

The Board of Youth and Young Adults (BYYAM) is responsible for the fellowship, education, and spiritual growth of our middle school, high school, college-aged youth, and young adults of the church. Our mission statement: The Youth Ministry of UCCH celebrates youth, connects them to God, one another, and the community, and empowers them as leaders who act for equity and justice.

Highlights

1. The BYYAM led a “refresh” of the entire Youth Wing downstairs, including new paint, furniture, lighting, games, and a mural by UCCH youth Kristie Curran.
2. The church’s program year kicked off with an intergenerational All-Church Read of *Stamped: Racism, Antiracism and You* by Jason Reynolds and Ibram X. Kendi. One week of this churchwide discussion featured youth panelists sharing their takeaways from the text and calling the congregation to be an antiracist institution.
3. Youth Ministries hosted outdoor fellowship and service activities like kayaking, pumpkin carving, “care kit” assembly for our neighbors experiencing homelessness, trash pick up at the IFC, and the CROP Hunger Walk. Virtual gatherings included Zoom game nights, an ugly christmas sweater/Christmas trivia party, a virtual painting activity, and a “pandemic parenting” group hosted by UCCH member/youth parent Dr. Andrea Hussong.
4. The Hub continued to connect youth with local civic leaders this year. The fall theme was “Making Good Trouble,” while the spring included conversations like “Queer on Campus” and “Compassion: The Heart of Justice.”
5. Pastors Ian and Mary Elizabeth have partnered to create a young adult “community group” model of ministry. In addition to an online check in, throughout the spring and early summer of 2021, the young adults have gathered/will gather for events at Maple View Farm, the Honeysuckle Tea House, LocoPops, and Ponysaurus Brewing. Additionally, the BYYAM has partnered with UNC’s Queer People of Faith student group to support their end-of-year gathering in the spring of 2021.

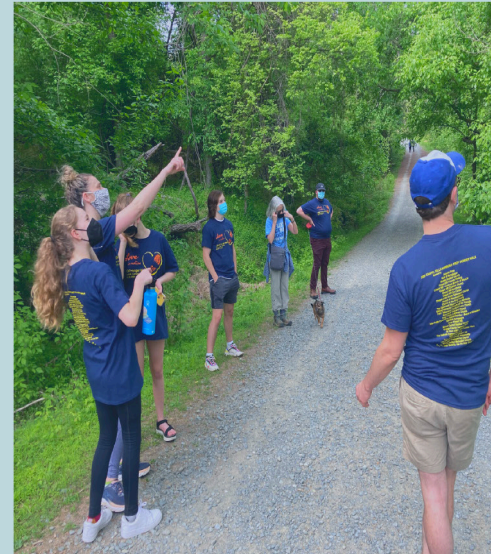
Covid-19 Adaptations

Due to the pandemic, program year 2020-2021 was a mix of online and outdoor, in-person gatherings. Confirmation was postponed until next program year. All of our retreat offerings (Johns River Valley Camp, Winter Youth Retreat at Blowing Rock, Annual Beach Retreat, etc.) were canceled by our ministry partners due to safety concerns. However, new ministry partners (like other UCC area congregations and Faith Connections on Mental Health) emerged through virtual programs related to civic engagement and mental health.

Additional Information

The BYYAM and Children’s Board are partnering to craft a new Safe Conduct Policy they hope to have completed by the relaunch of indoor, in-person programming.

Board of Youth and Young Adult Ministry cont.



Care & Welcome

Pastor Mary Elizabeth Hanchey's job title changed from "Parish Associate for Pastoral Care" to "Associate Pastor for Care and Welcome."

This job title change represents an increase in focus so that her work includes serving as the staff liaison to Membership Engagement and Stewardship, working to bring new members into the church family, as well as working to help streamline and organize ways for individuals to become better connected to the church family.

Highlights

In addition to providing pastoral care and worship leadership among the congregation, Mary Elizabeth has spent time this year:

- Supporting efforts to contact church members through telephone calls, and mailing Valentine and Easter greetings
- Creating UCCH 101 (a three week class that taught new-comers about our denomination and our congregation)
- Developing the STORY oral history project (funded by innovation grant through Mary Elizabeth's participation in the Foundations of Christian Leadership program through Duke Divinity School last year)
- Identifying opportunities for change, support, and expansion of the community group ministry
- Assessing how our congregation might better communicate opportunities for engagement

She looks forward to the many ways that our connections can continue to grow as we begin returning to more in-person gatherings.



Pastoral Relations Committee

Committee Members: Melanie Joiner (through December 2020), Sandy Polson, Midge Coward, Andy Short, Gary Boorman, Christina Chauvenet (beginning March 2021)

Primary Responsibilities

Pastoral Relations Committee (PRC) is a standing committee reporting directly to Council, with the purpose of supporting a healthy relationship between the pastor and congregants in order to enhance the effectiveness of the church's ministry. PRC meets every other month (or more as needed) and serves two primary roles: (1) an advisory group, sharing ideas, dreams, expectations, and concerns of the congregation with the Senior Pastor. (2) a support group for the pastor's leadership, interpreting roles, functions, boundaries, opportunities, and needs of the pastor to the congregation.

Highlights

- The committee worked with the Senior Pastor and through consultation with national leaders to work toward our goal of promoting a faithful shared ministry between the Senior Pastor and the congregation. Dr. Elizabeth Dilley, team leader of the Ministerial Excellence, Support & Authorization team and an author of [A Sure Foundation](#), met with us and answered questions and concerns. As a result, and in consultation with the Moderator(s) and the Personnel Policy Committee, it was determined that the Assistant Moderator would no longer be the chair or a member of PRC.
- The role of Senior Pastor evaluation was shifted to the Council as part of a broader ministerial assessment
- PRC continues to listen to congregational concerns and share hopes and ideas with our senior pastor
- We also supported the senior pastor by acknowledging this difficult year of COVID-19 restrictions on gathering
- We offered encouragement for the many ways our staff and congregation have maintained community

Additional Information

We would like to especially thank Melanie Joiner for her strong and dedicated leadership during her tenure as our chair. We are very grateful.

Personnel Policy Committee

Committee Members: MJ Sorenson & Craig Smith (2021), Tim Gabel & Matt Newton (2022), Janis McFarland & Gina Upchurch (2023), Melanie Joiner, Chair

Highlights

- Changed the name to Personnel Policy Committee to reflect the role of the committee
- Updated the Personnel Policy to reflect Bylaws changes approved by Council in October 2020
- Worked in partnership with staff to develop and review the Personnel Budget for 2020-2021 which included some key changes (increased Ian McPherson to full time on the basis of a new job description, combining all professional development into one pooled budget line among the 4 pastors, moved La Mesa Director under Personnel budget as he functions in a staff role, maintained hourly pay for nursery, kitchen and custodial staff)

Covid-19 Adaptations

We have continued to have regular monthly/bi-monthly meetings via Zoom during the pandemic. We have also advocated for the payment of hourly workers (nursery, kitchen and custodial staff) through the end of June 2021.

Additional Information

We would like to acknowledge Craig Smith and MJ Sorenson's contributions to the Personnel Committee over the past two terms - thank you for your leadership and guidance!