

GRINNELL
*United Church of Christ
Congregational*

*To Grow in Love of
God and Neighbor*

**166th ANNUAL MEETING
JANUARY 24, 2021**

641-236-3111
4th Avenue and Broad Street
PO Box 322
Grinnell, Iowa 50112
www.grinnellucc.org

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**United Church of Christ – Congregational
Grinnell, Iowa
January 24, 2021
AGENDA for 166th Annual Meeting
Via Zoom**

Call to Order	Terese Grant
Opening Hymn	<i>Blessed Be the Tie That Binds</i>
Convening Prayer	Rev. Jessica Margrave Schirm
Approval of Agenda	Terese Grant
Approval of Meeting Minutes of 165th Annual Meeting	Liz Rodrigues
<u>Looking Back at 2020</u>	
Clerk's Report	Liz Rodrigues
Treasurer's Report	Keir Johnson
Moderator's Report	Terese Grant
<u>Looking Ahead to 2021</u>	
Stewardship Campaign Report	John Ashby
Approval of 2021 Budget	John Ashby
Approval of Changes to Bylaws	John Ashby
Report on 2021 Nominations	Josh Sandquist
Affirmation of Ministry for Elected Leaders	Rev. Jessica Margrave Schirm
Moderator Transition	Terese Grant/John Ashby
Closing Prayer	Rev. Jessica Margrave Schirm
Adjournment	John Ashby

**United Church of Christ – Congregational
Grinnell, Iowa
January 26, 2020, 11:57am – 12:32pm
165th Annual Meeting Minutes**

Moderator Josh Sandquist called the meeting to order. 43 members were in attendance. The Opening Hymn “*We Are Travelers on a Journey*” was sung. Pastor Jessica Margrave Schirm led a convening prayer.

MOTION: Approve agenda for Annual Meeting. (Josh Sandquist on behalf of Governing Board.)

Motion carried.

MOTION: Approve Minutes of congregational meetings in 2019 held January 27 and June 23. (Liz Rodrigues on behalf of Governing Board.)

Motion carried.

Looking Back at 2019

Clerk’s Report

Liz Rodrigues

The church opened the year with 178 full members and ended the year with 184 full members

Treasurer’s Report

Gerry Adams

The church is solvent and in sound financial position.

Grace Abounds Capital Campaign

Pastor Jessica

Our pledge goal for this campaign was fully met, with more than half of pledges already paid. The endowment will be paid back as pledges continue to be fulfilled. Pastor Jessica and Elizabeth Haas have worked tirelessly to facilitate the work of multiple contractors and troubleshoot issues along way. The project is nearing completion with some contingency funds still available.

Looking Ahead to 2020

Stewardship Campaign

Terese Grant

The stewardship campaign was successful by multiple measures: new pledges, increased pledges, and a more equitable distribution of pledging. Even after asking for increases in pledge gifts for 2019 and after asking for capital campaign gifts, our congregation pledged generously for 2020.

MOTION: Approve 2020 Budget with projected expenses of \$325,833 as put forth by Governing Board.

Motion carried.

Report on 2020 Nominations

Nancy E. Brown

Members are being nominated for the Outreach Ministries Committee, which has not yet been formally added to the by-laws. The by-laws will be amended at the next appropriate opportunity.

MOTION: Elect the following slate of nominees to serve on boards and committees for the 2019 church year:

Governing Board – Moderator-elect John Ashby, Moderator Terese Grant, Past Moderator Josh Sandquist, Clerk Liz Rodrigues, Treasurer Keir Johnson, Members-at-large Troy Dillon and Ross Haenfler

Outreach Ministries Committee – Chair Kelsey Sandeno, Secretary Jan Peak, Financial Secretary John Noer, Members-at-large Dave Eberbach, Barbara Johnson, Roshan Pandey

Endowment Fund Committee – Jo Becker, George Britton, Dan Rodrigues, Kelly Sandquist, Pam Vosburg

Preschool Board – JoAnn Britton, Jeananne Schild

Motion carried.

Pastor Jessica Margrave Schirm led the Commissioning of Elected Leaders.

Josh Sandquist thanked the 2019-20 Governing Board for their service and formally handed the role of Moderator to Terese Grant.

Pastor Jessica Margrave Schirm led a Closing Prayer.

Terese Grant adjourned the meeting.

*Respectfully submitted,
Liz Rodrigues, Clerk*

PASTOR'S REPORT

Rev. Jessica Margrave Schirm, MDiv

Then the Spirit led Jesus up into the wilderness so that the devil might tempt him. After Jesus had fasted for forty days and forty nights, he was starving. The tempter came to him and said, "Since you are God's Son, command these stones to become bread." Jesus replied, "It's written, People won't live only by bread, but by every word spoken by God." After that the devil brought him into the holy city and stood him at the highest point of the temple. He said to him, "Since you are God's Son, throw yourself down; for it is written, I will command my angels concerning you, and they will take you up in their hands so that you won't hit your foot on a stone." Jesus replied, "Again it's written, Don't test the Lord your God." Then the devil brought him to a very high mountain and showed him all the kingdoms of the world and their glory. He said, "I'll give you all these if you bow down and worship me." Jesus responded, "Go away, Satan, because it's written, You will worship the Lord your God and serve God only." The devil left him, and angels came and took care of him.

Matthew 4:1-11 | Common English Bible

At the conclusion of my 2019 Annual Pastor's Report, after marveling at all of the life-giving, community building, seemingly world-changing things Grinnell United Church of Christ was able to do that year I said, "If this is what God can do in just a year and a half, I can't even begin to imagine what the Holy One might bring before us in the next year..."

Truer words had never been written, at least not by me. Could any of us have imagined at the close of 2019 what 2020 would bring? 2020 was not the year of big projects and bold proclamations as we had hoped; it was not the year for anniversary celebrations and the revolutionary educational experiences that we had imagined; it was not the year for road trips to justice marches and programming task forces that had been put on the calendar in advance. Instead, 2020 was a year of wandering in the wilderness, of "by the skin of our teeth" endurance, and of heartbroken survival as we mourn 362K+ Americans dead from Covid-19. It was a year of loss and grief, of exhausting the limits of creativity and technological skill, of physical separation and re-imagined community.

Even though we were not able to gather in our physical building for nine out of the twelve months in 2020 - we still managed to worship every single week thanks to emailed liturgies and recorded YouTube videos and live Zoom communion. In that same spirit and thanks to those same technologies, the staff of Grinnell UCC was able to continue to do the work of ministry albeit from our homes or our cars, via computer and cell phone; the same is true for the Governing Board, Outreach Committee, Care Connections Team, Seekers Class, Connect Sunday School and Godly Play. Grinnell UCC was able to live into our legacy and proclaim Black Lives Matter with conviction and truth as our outdoor space was used to host several memorials and silent, socially distant prayer vigils throughout the year. We used this same outdoor space to safely gather at a distance to bless our teachers and students, our animals and our recently departed saints. We even managed to celebrate one of the most meaningful Advent seasons, capped off by a delightful DIY Christmas Pageant, in recent memory. And perhaps, most surprising of all, we ended the year with a balanced budget for 2020 and a nearly fulfilled pledge goal for 2021. Our community and our God remained faithful in this exhausting, trying year.

It's still too soon to tell how the ramifications, lessons, losses and innovations of 2020 will affect Grinnell United Church of Christ in the future. As 2021 dawns, COVID-19 still rages on, the vaccine is not yet widespread, it is still not safe to gather in our sanctuary, most of our students are still learning from home and our country is in the throes of deep political and social unrest. My prayer is that we will continue to be as resilient as possible, that our faith will continue to compel us to hope for things we cannot yet see, and that before long the devil will leave us and angels will care for us and all will be well, all manner of things shall be well.

MODERATOR'S REPORT

Terese Grant, Moderator

At the beginning of 2020, the Governing Board had great aspirations to build on the work that had been done in 2018-19. The new structure of Governance of the Grinnell UCC was well underway. The Board had spent a great deal of its time and energy on how the Governing Board is to function and its church mission. At the beginning of 2020, these questions were to be our focus:

- How can we make our extravagant welcome and ministries, in particular our progressive theology and educational programming, better known throughout the community?
- How do we establish and sustain membership that is seen as meaningful?
- How can we diversify our membership in terms of age, embodied diversity, culture, economics, class, etc.?
- How can we build a sense of community within the membership, with particular attention to building intergenerational relationships? Further, how can we foster intentional connections between established and emerging leaders within the congregation?
- How can we effectively identify, plan for, and financially prepare for long-term/ large scale building and space needs?
- How can we support implementation of our new vision for Outreach Ministries?
- What is our long-term vision for the ministry of music in our church?
- What policy and/or procedural changes will make the handling of church finances simpler for everyone?

At our first meeting in February of 2020, the Governing Board discussed the newly formed Music Ministry Task Force. The purpose of this committee is to try to envision the future of our music ministry for our church and several members of our congregation had agreed to serve on the committee. Another group was also being formed, the Safe Church Team. They were to update our abuse prevention policies and practices. The hope would be for them to research the issue and form a new formal policy for 2020-21.

We had some great plans to celebrate our 20th Anniversary of being an Open and Affirming Congregation in 2020. Pastor Jessica and Erin Bustin were going to develop programming around the question, "What does it mean to be an Open & Affirming Congregation in 2020." There was discussion of an Art Installation by Karen Edwards. This was to be a mosaic on the cinderblock near the Broad Street entrance. We were really looking forward to these types of projects. Then March arrived with the pandemic.

Initially we were all under orders to stay at home, so in person worship services were cancelled. In April, it was decided that Pastor Jessica would create a recorded worship service that would be accessible to any church members with email and internet access. The members of the Safe Church Committee were not able to continue working on the charge and the Board would need to reconsider

ways to move forward. Additionally, the timeline for the Music Ministry Task Force is now unclear due to the need for social distancing. All future plans are now in limbo.

The Governing Board formed another committee, a Re-Opening Task Force that continues to study and analyze when and how we can safely open the doors of the church. We discussed having outdoor gatherings and were successful in holding several services outdoors before the weather turned cold. With the on-going Covid-19 pandemic, the Governing Board continues to make difficult decisions.

It has been a challenging and trying year for the church and for many members of our congregation. The Board has tried to address the needs of individuals and families as best we could. We are all aware of the personal difficulties that Pastor Jessica has faced in 2020 with the loss of her father, her father-in-law, her broken leg. She is not alone, as many are facing loss, illness, cancer, loneliness, pandemic fatigue, working from home, supervising children who are learning virtually, anxiety, positive test results, and so much more. This has been a difficult year for everyone and much of the typical work that we would be doing has simply not been a focus this year.

It is time to look to 2021 and hope for a return to taking on the business of the church that we were not able to do in 2020. We will continue to do the best that we can to serve our beloved Grinnell United Church of Christ.

Activities and actions of the Governing Board are reported monthly in the church newsletter. Minutes of Governing Board meetings are posted on the Church website. The elected members of the 2020 Governing Board were John Ashby, Troy Dillon, Terese Grant, Ross Haenfler, Keir Johnson, Liz Rodrigues, Josh Sandquist.

CLERK'S REPORT

Liz Rodrigues, Clerk

In Memorium:

Number	Name	Joined	Died
6707	Joanne Bunge	02/18/1996	04/05/2020
6757	Karen Weaver	05/23/1999	07/08/2020

Membership Statistics:

Members Reported to Iowa Conference, January 1, 2020	184
Associate Members	12
Total Members	196

Members Received During Year:

Letter of Transfer	0
Affirmation of Faith	1
Confirmation	0
Reactivated	0
Total Members Received	1

Members Removed During Year:

Death	2
Letters of Transfer	0
By Request	0
By action of Church Council	0
Total Members Removed	2

Associate Members:	
Received	0
Removed	0
Net Change in Associate Membership	0
Members Reported to Iowa Conference, December 31, 2020	183
Associate Members	12
Total Members	195

Members Received by Letter of Transfer: 0

Members Received by Affirmation of Faith: 1

01/12/2020 Jess Lease

Confirmands: 0

Associate Members Received: 0

Baptisms: 3

01/12/2020 Liam and Logan Lease

01/12/2020 Sara Adams

Members Removed by Request: 0

Associate Members Removed by Request: 0

Members Received from Inactive: 0

Letters of Transfer Out: 0

Members Removed, Out of Town or No Addresses: 0

TREASURER'S REPORT

Keir Johnson, Treasurer

Despite an incredibly trying year, our church family stepped up and we ended the year better than budget for both pledged income (higher) and expenses (lower). Not surprisingly, earned income from use of space was slightly lower than budget but the excess in pledge support more than made up for that difference. Our expenses reflect our mission driven priorities, so we really don't want them to stay low in 2021. Thank you everyone for your financial support.

2020 INCOME & EXPENSE REPORT and BALANCE SHEET

INCOME AND EXPENSE REPORT		Jan - Dec 20	Budget	\$ Over Budget	% of Budget
Income					
4000 · Pledged Income					
	4100 · Pledges	252,633.23	247,000.00	5,633.23	102.28%
	4300 · Unpledged	13,550.77	14,000.00	-449.23	96.79%
	4000 · Pledged Income - Other	0.00	0.00	0.00	0.0%
Total 4000 · Pledged Income		266,184.00	261,000.00	5,184.00	101.99%
4400 · Earned Income					
	4450 · Use of Building	1,506.54	3,000.00	-1,493.46	50.22%
	4500 · Program Fees	1,280.00	3,500.00	-2,220.00	36.57%
	4550 · Checking / Savings Interest	521.77			
	4600 · Endowment - House & Space	17,360.00	17,360.00	0.00	100.0%
	4625 · Endowment - Scholarship	6,510.00	6,510.00	0.00	100.0%
	4650 · Endowment - Local Mission	10,850.00	10,850.00	0.00	100.0%
	4675 · Endowment - Global Mission	8,680.00	8,680.00	0.00	100.0%
Total 4400 · Earned Income		46,708.31	49,900.00	-3,191.69	93.6%
Total Income		312,892.31	310,900.00	1,992.31	100.64%
Gross Profit		312,892.31	310,900.00	1,992.31	100.64%
Expense					
5000 · Worship & Music					
	5045 · Musicians on Contract	607.50	2,250.00	-1,642.50	27.0%
	5050 · Dues/Subscriptions/Licenses	71.40	300.00	-228.60	23.8%
	5055 · Speakers Fund	2,254.46	2,500.00	-245.54	90.18%
	5060 · Music Acquisition	218.94	400.00	-181.06	54.74%
	5065 · Tuning & Maintenance	277.10	250.00	27.10	110.84%
	5070 · Worship Supplies	64.05	300.00	-235.95	21.35%
Total 5000 · Worship & Music		3,493.45	6,000.00	-2,506.55	58.22%
5200 · Outreach					
	5201 · OCWM (Basic Support)	24,300.00	24,300.00	0.00	100.0%
	5202 · Association Dues	7.00	195.96	-188.96	3.57%
	5203 · Scholarship	6,510.00	6,510.00	0.00	100.0%
	5204 · Local Mission	10,850.00	10,850.00	0.00	100.0%
	5205 · Global Mission	8,680.00	8,680.00	0.00	100.0%
Total 5200 · Outreach		50,347.00	50,535.96	-188.96	99.63%
5300 · Learning & Spiritual Growth					
	5303 · Nursery Care	729.00	2,200.00	-1,471.00	33.14%
	5310 · Godly Play & Connect	757.07	1,250.00	-492.93	60.57%
	5320 · Confirmation/Youth Activities	130.00	750.00	-620.00	17.33%
	5330 · Our Whole Lives	1,049.81	5,000.00	-3,950.19	21.0%
	5340 · Seekers Forum	1,620.73	2,250.00	-629.27	72.03%
	5360 · Community Building	2,901.10	1,800.00	1,101.10	161.17%
	5370 · Leadership Development	0.00	500.00	-500.00	0.0%
Total 5300 · Learning & Spiritual Growth		7,187.71	13,750.00	-6,562.29	52.27%
5400 · House & Space					
	5401 · Custodial Services	1,050.00	1,000.00	50.00	105.0%
	5402 · Grounds Maintenance	855.00	1,600.00	-745.00	53.44%

	5403 · Insurance	9,990.00	10,000.00	-10.00	99.9%
	5404 · Postage	794.85	800.00	-5.15	99.36%
	5405 · Supplies & Equipment	10,617.94	10,000.00	617.94	106.18%
	5406 · Telephone/Internet	3,474.81	3,400.00	74.81	102.2%
	5407 · Repair & Improvements	2,608.46	2,500.00	108.46	104.34%
	5408 · Annual Financial Review	336.85	400.00	-63.15	84.21%
	5409 · Utilities	12,947.71	14,000.00	-1,052.29	92.48%
	5411 · Reserve for Maintenance	1,000.00	1,000.00	0.00	100.0%
	5412 · Bank Service Costs	353.00	400.00	-47.00	88.25%
	5415 · Computer Equipment	2,085.32	1,800.00	285.32	115.85%
	Total 5400 · House & Space	46,113.94	46,900.00	-786.06	98.32%
	5600 · Personnel				
	5610 · Pastor				
	5611 · Pastor Salary	49,413.96	49,414.00	-0.04	100.0%
	5612 · Housing Allowance	18,840.00	18,840.00	0.00	100.0%
	5613 · Pension Plan	9,555.60	9,556.00	-0.40	100.0%
	5614 · Health/Dental/Vision/Life Ins.	10,503.84	10,504.00	-0.16	100.0%
	5615 · Social Security-Pastor	5,220.00	5,221.00	-1.00	99.98%
	5616 · Conference/Association Meetings	0.00	450.00	-450.00	0.0%
	5617 · Continuing Education	25.00	1,940.00	-1,915.00	1.29%
	5618 · Mileage for Meetings/Events	513.85	1,800.00	-1,286.15	28.55%
	5619 · Sabbatical Reserve	625.00	625.00	0.00	100.0%
	Total 5610 · Pastor	94,697.25	98,350.00	-3,652.75	96.29%
	5620 · Director of Worship Music				
	5621 · DWM Salary	14,833.32	22,581.00	-7,747.68	65.69%
	5622 · DWM Social Security	1,134.74	1,727.45	-592.71	65.69%
	5624 · DWM Professional Dues	124.00	400.00	-276.00	31.0%
	Total 5620 · Director of Worship Music	16,092.06	24,708.45	-8,616.39	65.13%
	5630 · Church Administrator				
	5631 · Administrator Salary	41,090.04	41,090.00	0.04	100.0%
	5632 · Health/Dental/Vision Insurance	11,757.00	11,500.00	257.00	102.24%
	5633 · Administrator Social Security	3,143.39	3,143.00	0.39	100.01%
	5634 · Administrator Pension	2,225.73	2,055.00	170.73	108.31%
	Total 5630 · Church Administrator	58,216.16	57,788.00	428.16	100.74%
	5645 · Lead Organizer				
	5646 · Lead Organizer Salary	15,271.22	16,463.00	-1,191.78	92.76%
	5648 · Social Security-Lead Organizer	1,168.25	1,259.00	-90.75	92.79%
	5649 · Continuing Education	10.00	600.00	-590.00	1.67%
	Total 5645 · Lead Organizer	16,449.47	18,322.00	-1,872.53	89.78%
	5650 · Church Maintenance Custodian				
	5651 · CMC Salary	10,212.00	8,000.00	2,212.00	127.65%
	5652 · CMC Social Security	781.21	612.00	169.21	127.65%
	Total 5650 · Church Maintenance Custodian	10,993.21	8,612.00	2,381.21	127.65%
	Total 5600 · Personnel	196,448.15	207,780.45	-11,332.30	94.55%
	Total Expense	303,590.25	324,966.41	-21,376.16	93.42%
	Net Income	9,302.06	-14,066.41	23,368.47	-66.13%

BALANCE SHEET				Dec 31, 20
ASSETS				
Current Assets				
Checking/Savings				
		1100 · Checking		35,812.73
		1110 · Savings		81,333.95
		1300 · Petty Cash		35.64
		Total Checking/Savings		117,182.32
		Total Current Assets		117,182.32
Other Assets				
1400 · Endowment Assets				
		1410 · Brokerage		1,014,871.71
		1440 · CD Grinnell State Bank #23263		19,200.00
		1450 · Mayflower Home Promissory Notes		50,000.00
		1480 · United Church Foundation		74,282.62
		Total 1400 · Endowment Assets		1,158,354.33
		Total Other Assets		1,158,354.33
TOTAL ASSETS				1,275,536.65
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
		2010 · Endowment Funds		
		2072 · Unrestricted		
		2085 · Dividends and Interest		28,514.25
		2072 · Unrestricted - Other		1,049,145.42
		Total 2072 · Unrestricted		1,077,659.67
		2081 · Restricted		
		2070 · CD Grinnell State Bank		19,200.00
		2075 · Bricks & Mortar Fund		63,489.78
		Total 2081 · Restricted		82,689.78
		Total 2010 · Endowment Funds		1,160,349.45
		2100 · Church Funds		
		2120 · Grace Abounds Campaign		12,756.77
		2125 · Landscaping Fund		43.50
		2140 · Maintenance Reserve		5,720.98
		2145 · Equal Exchange		-254.39
		2155 · Youth Ministry		125.40
		2160 · Derecho Insurance Claim		3,071.78
		2165 · Bell Choir		1,164.74
		2170 · Sabbatical Reserve		1,125.00
		2185 · Nursery		70.65
		2195 · Copier Buyout		4,137.51
		Total 2100 · Church Funds		27,961.94

	2200 · Preschool & GCC Funds	
	2060 · Pre School	5,721.79
	2061 · Pre School-Fundraiser	27,390.07
	2260 · Grinnell Children's Choir	10,386.61
	Total 2200 · Preschool & GCC Funds	43,498.47
	2300 · Benevolences	
	2335 · Take Away Hunger	430.92
	2355 · Pastor's Discretionary Fund	685.29
	2360 · Special Gift Fund	1,030.00
	2365 · Global Outreach 2020 Carryover	4,680.00
	Total 2300 · Benevolences	6,826.21
	Total Other Current Liabilities	1,238,636.07
	Total Current Liabilities	1,238,636.07
	Total Liabilities	1,238,636.07
	Equity	
	32000 · Retained Earnings	27,598.52
	Net Income	9,302.06
	Total Equity	36,900.58
	TOTAL LIABILITIES & EQUITY	1,275,536.65

ENDOWMENT REPORT

Kelly Sandquist, Endowment Committee Chair

The church's endowment had a market value of \$1,020,063 at the end of its 9/30/2020 fiscal year. The return for that fiscal year was 4.68%, compared to the benchmark portfolio, using a Moderate Growth & Income asset allocation, of 7.10%.

Endowment spending, to be spent in the following fiscal year, totals \$43,067 split as follows: 40% House & Space and 60% Outreach (allocated to scholarship 15%, local outreach 25% and global outreach 20%). During the 9/30/2019 fiscal year, the church borrowed \$150,000 to facilitate capital improvements, \$93,400 of which was repaid during the 9/30/2020 fiscal year.

I'd like to take this opportunity to thank the committee members: Pam Vosburg (Vice Chair), Daniel Rodrigues (Secretary), George Britton, Joann Wells and ex-officio members Keir Johnson (Church Treasurer), John Ashby, Pastor Jessica Margrave Schirm and Elizabeth Haas. Finally, I'd like to thank Austin Jones of Grinnell State Bank who provides expert advice in managing our endowment assets at minimal fees.

2021 STEWARDSHIP & BUDGET REPORT

John Ashby, Moderator Elect

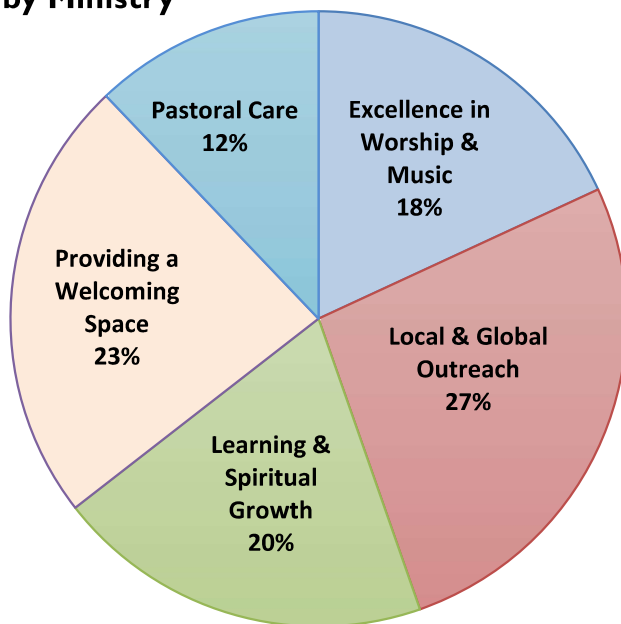
We have very good news in what has been a most difficult church year: our current stewardship results are \$233,119 pledged, another \$11,000 just awaiting the pledge cards. Looking at \$244,119, we are almost at our goal of \$247,000 - only \$2,801 short. We can all be very grateful for the generosity of our church family.

The board voted to approve the following budget for 2021 with the caveat that changes may need to be made mid-year depending on where the pandemic takes us.

2021 Budget Proposal with 2019 Actuals & 2020 Budget

Income	2019	2020	2021
Pledge Income	246,622	247,000	247,000
Nonpledge Income	14,092	14,000	7,000
	260,714	261,000	254,000
Endowment Distribution - Facilities	19,617	17,360	17,225
Endowment Distribution - Outreach	29,426	26,040	25,842
Miscellaneous Income	485		
Use of Building	2,830	3,000	
Program Fees	3,950	3,500	
	56,308	49,900	43,067
TOTAL INCOME	317,022	310,900	297,067
Expenses	2019	2020	2021
Outreach	54,104	50,715	50,742
Learning & Spiritual Growth	14,913	13,750	6,300
Worship & Music	5,244	6,000	3,575
House & Space	61,485	46,900	45,500
Pastor Salary/Benefits	93,535	93,535	94,865
Support Staff Salaries/Benefits	92,891	108,874	96,405
Staff Incidentals/Sabbatical Reserve	3,182	5,815	4,475
Support Staff Cost of Living Increase	2,725	1,278	1,360
TOTAL EXPENSE	328,076	326,867	303,222
Reserve	(11,053)	(15,967)	(6,155)

2021 Expenses by Ministry



FIVE BYLAWS AMENDMENT PROPOSALS FOR THE 166th ANNUAL MEETING

Amendment #1 - Proposed Grinnell UCC Bylaws Amendment to Article VII:

- Purpose - To change Article VII from the heading “ARTICLE VII - PRESCHOOL” to the heading “ARTICLE VII – AFFILIATED ENTITIES” and for this ARTICLE VII to now include both of our Affiliated Entities - the UCC Community Preschool & the Children’s Choir.
- Proposed new wording for ARTICLE VII in the Bylaws:

ARTICLE VII – AFFILIATED ENTITIES

A. UCC Community Preschool

The Grinnell UCC Community Preschool is a wholly-owned subsidiary ministry of the Church. Its purpose is to provide a warm, welcoming, nondenominational environment for young children to learn.

Sec 1. The Preschool is managed by a Preschool Board of seven to nine members, with two members elected by the Congregation.

Sec 2. The Preschool Board works under the oversight and direction of the Governing Board, and must present a complete report to the Congregation at each Annual Meeting.

B. Grinnell Children’s Choir

The Grinnell Children’s Choir is a wholly-owned subsidiary ministry of the Church. Its purpose is to provide a warm, welcoming, nondenominational environment for young children to participate in music education.

Sec 1. The Grinnell Children’s Choir is managed by a Grinnell Children’s Choir Board of seven to nine members, with two members elected by the Congregation.

Sec 2. The Grinnell Children’s Choir Board works under the oversight and direction of the Governing Board, and must present a complete report to the Congregation at each Annual Meeting.

Amendment #2 - Proposed Grinnell UCC Bylaws Amendment to ARTICLE – IX ELECTIONS regarding election of Grinnell UCC members to the Grinnell Children’s Choir Board:

- Purpose - To add the words “and Grinnell’s Children Choir” to the last dot under Section 2 of Article IX Elections to clarify that the Grinnell UCC members of the Children’s Choir Board are elected in the same manner and with the same terms as are the members of the UCC Preschool Board.
- Proposed new wording for ARTICLE IX, Section 2. Final paragraph (final Dot) under Section 2 in the Bylaws, the words in **RED** are the new additions to this section:

ARTICLE IX - ELECTIONS

Sec 2.

- Church members on the Preschool Board and the Grinnell Children's Choir Board are elected to three-year terms on a schedule to be determined by the Governing Board.
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Amendment #3 - Proposed Grinnell UCC Bylaws Amendment to ARTICLE – IX ELECTIONS regarding election of members of the Outreach Ministries Committee:

- Purpose - To add a paragraph (a new Dot) under Section 2 of Article IX to clarify the terms of the members of the Outreach Ministries Committee.
- Proposed new wording for ARTICLE IX, Section 2. Final paragraph (final Dot) added under the amended paragraph of Amendment #2:

Article IX – Elections – Final Paragraph to be Added

- Church members on the Outreach Ministries Committee are elected to two-year terms on a schedule to be determined by the Governing Board.
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Amendment #4 - Proposed Grinnell UCC Bylaws Amendment to ARTICLE V regarding organizing principles of the Outreach Ministries Committee:

- Purpose - To add a new section “E.” under Article V to establish the organizing principles of the Outreach Ministries Committee.
- Proposed new wording for ARTICLE V, Section “E”. All to be added as Section E after Section D in ARTICLE V.

ARTICLE V - ORGANIZATION

E. Outreach Ministries Committee

Sec 1. The Outreach Ministries Committee of Grinnell UCC-C will serve dual roles: Both as a standing committee under the supervision of the Governing Board with regard to financial stewardship of outreach funds, and also as a ministry team under the supervision of the Pastoral Staff with regard to mobilization of human resources.

Sec 2. The Outreach Ministries Committee, in collaboration with the Governing Board and Pastoral Staff, will consist of five to seven members, including a Moderator, Secretary and Treasurer, and two to four at-large positions, each serving two-year terms which can be renewed up to three times in accordance with Elections Bylaws as stated in Article IX, Sec. 4. The Moderator and/or other designated Board Member will be an ex officio member of the Committee and will attend meetings on an as needed basis. The Nominating Committee will assist in the recruitment and continued staffing of the Outreach Ministries Committee.

Sec 3. The Outreach Ministries Committee will submit a quarterly financial report to the Governing Board reflecting how funds were distributed during the quarter. The Committee

will be guided by the mission based aspirational distribution guidelines as outlined in our “Governing Board Policy Book,” Section 4.7.

Sec 4. The Outreach Ministries Committee will as needed regularly submit a reflection/report to the Church Administrator for the church newsletter, typically monthly, and will submit and share an annual report with the congregation at the Annual Meeting. This will include reflections on how our activities are in line with our mission and specifically how we have been responsive to our continued commitment to racial, gender, sexual, environmental and economic justice and are proactive and creatively responsive to the needs within our local, denominational and global context.

Sec 5. The Outreach Ministries Committee will typically meet six times a year, with meetings scheduled on a recurring basis and as necessary in collaboration with the Governing Board Moderator and Senior Pastor.

Sec 6. The Outreach Ministry Committee members must comply with the same Conflict of Interest standards as Governing Board Members, as defined in section 1.4.2 of the “Governing Board Policy Book.”

Amendment #5 - Proposed Grinnell UCC Bylaws Amendment to ARTICLE VI – ENDOWMENT FUND, Section 7, regarding updating practices of the Endowment Committee:

- Purpose - To update section “7,” under Article VI to current day endowment fund best practices. The below sentence with the strikethrough lines is the current version. The version in red is both current best practices for Endowment funds and is also congruent with the way our Endowment fund is currently functioning. This new wording will allow the Endowment Committee to continue using best practices and be in compliance with the bylaws.
- Proposed new wording for Section “7,” ARTICLE VI. The struck-out version is the current wording that would be replaced by the red section below which is the proposed amendment to the Bylaws:

ARTICLE VI- ENDOWMENT FUND

~~Sec 7. Principal from the Fund may not be distributed unless extraordinary circumstances exist as determined by a two-thirds vote of, in order, the Endowment Fund Committee, the Governing Board, and the Congregation.~~

Sec 7. The Governing Board, upon the recommendation of the Endowment Committee, shall determine a prudent percentage of endowment funds to be spent or transferred to operating funds in any year. It is recognized that a prudent spending policy will take into account the historical and expected total return of Endowment funds including both income and capital gains. Extraordinary spending requests in excess of the spending policy require a two-thirds vote of, in order, the Endowment Fund Committee, the Governing Board, and the Congregation.

NOMINATING COMMITTEE REPORT

Josh Sandquist, Past Moderator

The Nominating Committee (Josh Sandquist, Chair; Glenyce Conway, Nancy Wolff) met over a few weeks in December to identify committee positions that needed to be filled for 2021. After assessing the current board/committee membership we learned that the following people were ending their tenure on their respective board or committee:

- Josh Sandquist, Past-moderator
- Kelly Sandquist, Endowment Fund Committee
- Jan Peak, Outreach Ministries Committee
- Roshan Pandey, Outreach Ministries Committee

All others were willing (and able per term limits in the Bylaws) to continue service on their respective board or committee.

The following slate of nominees was approved by the Governing Board in a regularly scheduled meeting on December 20, 2020 (* indicates new member to the respective board or committee for 2021).

Governing Board (2-year terms; maximum 3 terms)

Moderator	John Ashby
Past Moderator	Terese Grant
Moderator-elect	Julie Eberbach* (year 1 of 3-year sequence)
Clerk	Liz Rodrigues (Term 3 – 2022)
Treasurer	Keir Johnson (Term 2 – 2021)
At-large	Troy Dillon (Term 3 – 2022)
At-large	Ross Haenfler (Term 2 – 2021)

The **Outreach Ministries Committee** members were appointed by the Governing Board at the end of 2019 though the committee had not yet officially been ratified into the Bylaws by the Congregation. The timing was such that a Bylaw amendment was not ready for the Annual Meeting in January 2020, so the Governing Board decided to install acting members until a Congregational Meeting could be called in early 2020. However, no Congregational Meeting was held due to the pandemic. As such, the official formation of the new Outreach Ministries Committee is on the docket for the 2021 Annual Meeting. Pending adoption of the new committee, the Nominating Committee moves to elect those folks listed below.

Outreach Ministries Committee (2-year terms; maximum 3 terms; committee is responsible for electing officers)

Kelsey Sandeno (Term 1 – 2021)
John Noer (Term 1 – 2021)
Dave Eberbach (Term 1 – 2021)
Barbara Johnson (Term 1 – 2021)
Rita Ferneau* (Term 1 – 2022)
Allison Vosburg* (Term 1 – 2022)
Sarah White* (Term 1 – 2022)

Endowment Fund Committee (2-year terms; maximum 3 terms; committee is responsible for electing officers)

George Britton (Term 3 – 2021)
Pam Vosburg (Term 3 – 2022)
Jo Becker (Term 2 – 2021)
Dan Rodrigues (Term 2 – 2021)
Andrew Graham* (Term 1 – 2022)

Preschool Board (3-year terms; maximum 3 terms)

Jeananne Schild (Term 3 – 2019) (planning to transition off of board post pandemic)

JoAnn Britton (Term 3 – 2022)

We appreciate the willingness of all these people to carry out some of our important ministries on behalf of the congregation. We are grateful also to those individuals who have completed terms of service, including Rshan Pandey, Jan Peak, Kelly Sandquist, and Josh Sandquist.

OUTREACH MINISTRIES REPORT

Kelsey Sandeno, Outreach Chair

The members of the 2020 Outreach Ministries Committee were Kelsey Sandeno, John Noer, Janis Peak, David Eberbach, and Barb Johnson. Roshan Pandey was asked to join, but was unable to do so due to other commitments. We were tasked this year with forging a new path for the Committee and finding new ways to implement our Vision Statement. However, the immense challenges of 2020 came for us all, and we weren't able to complete this task.

Traditionally our church is very involved in giving, but due to COVID, we were not able to participate fully in many community actions. We volunteered once for Meals on Wheels in March before they ceased operating in Grinnell. It was a struggle to find people to help as the virus had already made itself known in our community at that point. We were able to meet our goal after sourcing outside our regular volunteer group.

Another giving opportunity that was curtailed this year was our monthly round up of food donations for MICA. We encouraged church members to drop off donations at the pantry. Monetary donations to the church earmarked for and sent to MICA totaled \$4,045. As food insecurity grew for so many this year, we found other ways to help: we gave two monetary donations each to MICA and to the new Grinnell Food Coalition (see below).

Our distributions for Local Mission were as follows: \$250 to Big Brothers, Big Sisters, \$6,000 to the Grinnell Food Coalition (a food voucher program through the Ahrens Foundation), \$1500 for the Pastor's discretionary fund, \$1400 to the MICA Food Pantry, \$1,000 to the Poweshiek County Housing Assistance Fund, \$600 to the Grinnell Ministerial Association, and \$100 to the UCC Preschool (for buying books for Christmas presents). This was a total of \$10,850.

Our distributions for Scholarships were as follows: \$4000 in college scholarships, \$1250 for the Grinnell-Newburg School Foundation (for offsetting the cost of new COVID regulations), \$1000 to Pilgrim Heights (for derecho clean up), \$250 for Pilgrim Heights scholarship reimbursement, and a remaining \$10 was added to the UCC Preschool gift. This was a total of \$6510.

Our distributions for Global Mission were as follows: \$1500 to MICA (to complete our pledged giving for the Head Start renovation), \$2500 to UCC Disaster Relief (earmarked for Midwest Derecho relief). This was a total of \$4000. Unfortunately, this left us with \$4680 leftover of the \$8680 allocated. We were left with these funds as no requests were made and we did not want to rush into giving. We intend to distribute these funds within the first quarter of 2021.

As a 5 in 5 in the UCC Conference, our church members generously gave as follows:

Our Church's Wider Mission (OCWM)	\$24,300.
One Great Hour of Sharing (OGHS)	\$3,030
Strengthen the Church (STC)	\$1,240
Neighbors in Need (NIN)	\$2,565
Veterans of the Cross Christmas Fund	\$2,005

LEARNING & SPIRITUAL GROWTH REPORT

Erin Bustin, Lead Organizer

Racial and Social Justice

Despite the challenges of COVID-19, we were able to live fully into our social justice ministries with programs early in the year (before the pandemic ended our regular programming), and several others that were organized in response to local and national events.

Unlearning -ISMs - Anti-Racism Workshop with Kesho Scott

On January 25, 2020, 20+ people, including our own congregants, community members, and visitors from other Iowa congregations, participated in a day-long experiential workshop with internationally acclaimed diversity trainer and sociologist, Dr. Kesho Scott.

Memorial Site and Vigil for George Floyd and Victims of Racial Violence

In collaboration with local organizers and activists, in June we opened our churchyard for a socially distanced memorial site to honor George Floyd, who was murdered by police in May 2020, and other victims of racial violence. Hundreds of residents left flowers, posters, art, crosses bearing the names of victims, and more.

On Sunday, June 7, we hosted a virtual vigil. Live-streamed from the sanctuary, the Vigil featured greetings from Pastor Jessica and speeches by Dr. Kesho Scott and three local students Mezekerta Tesfay, Riley Osborne, and Maya Phelps. The emphasis of their speeches was a call-to-action: that we must do more to end racism. Viewers were encouraged to watch while observing silent vigil from their homes. The video received hundreds of views that day and has since been watched over 3500 times.

Dozens of volunteers helped make this event possible, safe, and peaceful. From keeping the site tidy to helping with the technology; from monitoring safety and security at the memorial site to editing the video with closed captioning so it can be a lasting artifact of our community's response to this tragic event and ongoing fight for justice.

Candlelight Vigil for Michael Williams

Michael Williams was a Grinnell resident murdered in September 2020. We again opened our church yard for the community to gather on September 23. About a hundred people attended, including members of Mr. Williams's family. Those assembled lit candles and stood in silence.

Our Whole Lives (OWL) Sexuality Education

National OWL educators and curriculum experts have advised organizations against delivering OWL online. It was not created for or tested for efficacy online and its experiential learning cannot be replicated online. Further, because of subject matter and privacy concerns, offering OWL online could be harmful. Erin has continued to participate in online workshops for administrators and facilitators.

Luckily, our middle school OWL program for grades 7 and 8 was scheduled to wrap up in early March, so that course was successfully completed for 12 participants.

The other course we were offering in the early spring was for grades 4 and 5. Unfortunately, this course was cancelled halfway through its anticipated 10-week session. These participants will be given priority registration for the appropriate class when it is safe to resume in-person.

We had planned to offer OWL for Adults (Summer 2020) and for high schoolers (Fall 2020-Spring 2021). These programs will resume when we can safely return to in-person meetings.

Grinnell Pride

Shortly before the pandemic changed our reality, we established a working group of community partners to explore the feasibility of collaboratively organizing a local Pride event. The initial meeting, in early March, was attended by ten individuals including community leaders representing various businesses and organizations, especially those who are members of our local LGBTQIA+ community. This project is on hold, but the group is poised to resume planning as soon as we can determine when it would be safe to host a large in-person event.

Christian Education

Our year started strong with consistent weekly participation in our three main Christian education classes: Seekers for adult learners; Connect for students in grades 4 through 6, and Godly Play for children in PK through third grade. Despite not being able to gather in-person for nine out of the twelve months of 2020, we worked throughout the summer to ensure that we could maintain robust Christian Education programs in our 2020-21 program year.

Godly Play

In our transition to online learning, we wanted to replicate the hands-on, experiential style of Godly Play. In addition to the recorded stories that are distributed with the weekly virtual bulletin, a bag of thematic activities was provided for each child. Children and their families can do the activities when they watch the videos, or after.

Special thanks to **Liz Rodrigues and the Rodrigues Family** for their wonderful recordings of Godly Play stories. Their delightful videos have brought the interactivity of this program into our homes, where they have been enjoyed by “children” of *all* ages.

Connect

From January to mid-March, between four and eight students regularly participated in weekly Connect classes. These were facilitated by parent volunteers, with each 2-person team committing to lead a 6-week session. Special thanks to these wonderful volunteers!

The Connect program transferred smoothly to Zoom, beginning in September, facilitated by Pastor Jessica. Between three and five children attend regularly; discussions are lively, and the participants can watch the videos together and, using their own Connect bibles and unit worksheets that have been delivered to their homes, they can actively participate in this hands-on curriculum.

Seekers

Rabbi Rob Cabelli continues as our facilitator for Seekers. We began our Lenten Study to discuss what it means to be Open and Affirming in 2020, through the lens of LGBTQIA+ documentary films. We were only able to host two of the planned six film viewings and discussions before the pandemic, but we hope to resume this program in the future.

Seekers participants resumed their weekly conversations online via Zoom in September. Through September and October, the class discussed discussing the books *The Water Dancer* (Ta-Nehisi Coates) and *Caste: The Origins of Our Discontents*, (Isabel Wilkerson). Through these two texts, the class discussed “perspectives and beliefs we may not even be aware we hold, about ourselves and about the nature of our communities and our world, even as they break our hearts.” During Advent, the Seekers theme was “Dystopian Advent?”, through the lens of two texts: *Elevation* by Stephen King and the film “Children of Men”. The online Seekers forum has been consistently well-attended and though the group is smaller than our in-person meetings, these conversations are more important than ever in keeping us connected even while we are apart.

Sharing our Stories

In January and February, we held two events called “Sharing Our Stories” during which members read or told 5-minute stories. Both events were wonderful fellowship opportunities. We shared dessert and tea and listened to stories on the themes of “Magic and Mischief”. While our next two events were cancelled, this was a successful “holy experiment”, and we will bring this event back in the future! Special thanks to all our storytellers: Denny Conway, George Drake, Sue Drake, Elizabeth Haas, Laura Nelson-Lof, Rick Ramsey, and Henry Rietz.

Advent-in-a-Bag and Christmas Eve Worship

As a way of bringing us together over Advent, we compiled “Advent-in-a-Bag” gifts and delivered them to over 90 households. The Advent kits included the UCC’s Advent Devotional, a make-your-own Advent wreath with each week’s candle-lighting liturgy included, an ornament that we opened together during our Christmas Eve Candlelight Service (on Zoom), and other Advent activities for individuals and families.

Virtual Christmas Pageant

In lieu of our regular children- and youth-led Advent service, we recruited families to secretly record sections of the Christmas story scriptures, using whatever theatrical devices they wished, and compiled them with Christmas carols and special music. This “Virtual Pageant” was shared with the congregation as a surprise on our regular Pageant Sunday during Advent. The video on our YouTube channel has been watched over 300 times!

MINISTRY REPORTS

Building Stewardship

Elizabeth Haas, Church Administrator

In 2019, we relied on three church members, Troy Dillon, Rick Ramsey, and Henry Rietz, to help keep an eye on the building and grounds, and we contracted with Mayflower to help with maintenance issues as they arose. In 2020, we hired Church Maintenance Custodian, Bill Schulte, who took care of much needed maintenance, repairs, and upgrades to our building along with mowing and trimming on the church property. Among his many accomplishments were painting (downstairs kitchen, craft room, upstairs library, south entryway), repairing/painting the parlor ceiling, plumbing (replacing the faucet and fixing the drain on the conference room sink; fixing the floor drain to the sump pit in the boiler room), electrical work (replacing a string of lights in downstairs kitchen; repairing lights in library, replacing lighted exit signs with battery back-up units, installing ceiling fans in large classroom), reorganizing the large custodial storage space, and making foundation repairs (sealing cracks at northeast corner of building). Bill also worked diligently to find a good used riding mower at a fair price so that staff can now care for the church lawn rather than hiring an outside contractor at \$1/minute. Bill’s tenure ended in November of 2020 when a different job presented itself, but he has agreed to be on-call for us until we’ve hired a replacement.

Care Connection Team

The Care Connection team meets monthly for prayers, study, and discussion. Prayers are offered for those referred by the pastor, church members, or each other. Although the prayer chains are separate from the Care Connection Team, we would like to thank those who serve on those chains. Since privacy is important, we are not able to report who we have prayed for this year. We continue to pray individually daily and as a group monthly.

This past year we began a day of prayer once a month where our team members take turns praying throughout the day. In addition to praying for individuals, our team reaches out to others by visits, cards, phone calls, food, and/or other ways that express care for those going through grief, illness, tragedy, depression, loneliness, and/or death. Our main goal is to show that we care. Although we are called the care connection group, we know that there are many in the congregation who also show their care in the same ways we do. We want to say thank you for being there for each other, especially during this past year.

Care Connection: Barbara Ashby, Jo Entwistle, Robin Estes, Tommy Haas, Dorothy Noer, Jan Peak, Nancy Wolff

Music Ministry

Kenneth Davis, Director of Worship Music

*“Speak to each other with psalms, hymns, and spiritual songs. Sing and make music in your hearts to the Lord.”
(Ephesians 5: 19)*

Last month, I celebrated my **sixth** anniversary at G.U.C.C.! Many of our members & friends may not remember or know that I was originally hired as an *interim* organist. After having served 38 years as a choral director, I had some doubts about being able to learn and play preludes, offertories, hymns, postludes, and choir accompaniments, weekly. I did not know how many weeks, months, or years I would remain. Somehow, with God’s help, I was able to “grow” into the requirements of the job description. What a grand time I have had! And, I DO think I have “stretched” in my musical life and growth.

Before COVID:

Every Sunday and Wednesday I was energized and invigorated fulfilling the responsibilities of my work. In addition, a substantial amount of planning, coordinating, organizing, and communicating also happened nearly every day at my Urbandale home and the public library.

We are GRATEFUL to the dedicated and devoted members of our **Sanctuary Choir**. They faithfully attended weekly Wednesday afternoon rehearsals, and on Sunday mornings shared the results of their efforts with great LOVE and JOY! This group is FUN to direct and be with; they are truly a close-knit FELLOWSHIP! I am greatly pleased to report that we also welcomed **17** Grinnell College singers during the 2019-20 year! In addition, four NEW students attended our final rehearsal on March 4, before anyone knew there would be a “shut-down!”

After COVID:

I have increasingly read and heard three words used in the news: *nimble*, *pivot* and *resilient*. At the church, we have endeavored to be *nimble* by offering new and creative ways through which the congregation can worship, learn, and fellowship. I have learned to *pivot* by recording videos of service music and hymns (with Elizabeth at the phone/camera); sometimes three weeks of videos in one session! ALL of us have learned to be *resilient* as individuals and as a church. I have MISSED seeing and being WITH everyone and think of ALL of you, often. I have missed MAKING MUSIC with the choir and congregation. Let us not lose hope as we look to some future time when we can be together, again.

I am very grateful for the opportunity to have served with and among you as we continued to grow in faith, love of God, and neighbor! I am eagerly looking forward to the future as we continue to seek new and creative ways to engage our congregation in music ministry opportunities. Thanks for your participation, encouragement, friendship, and support!

Worship Host Ministry

Elizabeth Haas, Church Administrator

We began 2020 worshipping in house with help from the following worship hosts: JoAnn Britton, Jo Entwisle, Phil Jones, Sharon Lahn and Jeananne Schild. In March, when our worship services went virtual due to COVID, the hosting duties were postponed. Instead, we recruited liturgists willing to record the Sunday readings either from home or from the sanctuary. Thanks to everyone who helped make worship meaningful this year.

UCC COMMUNITY PRESCHOOL REPORT *Jeananne Schild, Church Representative, Treasurer*

Preschool Board Membership:

Church Representatives: JoAnn Britton, Jeananne Schild (treasurer)
In-home Day Care Representatives: Heidi Campbell, Tricia Eastwood
Parent Representatives: Stacey Coleman (president), Tiffany Criswell (secretary),
Josh Sebring, Chelsey Owens, Molly Richmond, Lisha Marsh

Teachers:

Kelli Johnson, Director and Lead Teacher
Wendy Kramer and Jennifer Gnau, Assistant Teachers

Enrollment:

For the 2020-21 school year enrollment is as follows:

24 children who are 4 years old; 15 children who are 3 years old

Concerns of the pandemic resulted in 15 fewer children enrolled this year as compared to the 2019-20 school year which operated at maximum capacity for all three classes.

Response to the Pandemic:

Our preschool teachers have been in constant communication with the G-N School District and have followed their directives for all safety measures and school closures. Beginning March 13, 2020 to the end of the school year, our teachers taught classes virtually, communicated with parents frequently via Facebook, held parent teacher conferences on-line, and distributed learning materials via a drive-by system from the east church door. In addition, they attended professional development classes sponsored by the school district to improve their skills to teach virtually.

When classes began this fall, the preschool teachers followed guidance from the school district to provide the safest environment possible, including the purchase of plexiglass dividers for the student tables. To the extent possible, students learned in very small groups and weather permitting spent learning time on the playground. Despite precautions, all schools closed again from November 13 to December 3.

This has been a stressful year but the board has been grateful for the dedication of our teachers who have put their safety and that of their families at some risk in order to provide the best learning possible for our students. To date, there have been no identified Covid-19 cases in the preschool.

Funding:

The UCC Preschool is a subrecipient of a state grant, awarded to the G-N school district for the purpose of providing free preschool for children eligible for kindergarten the following year. For those students not eligible for the grant, tuition of \$80-85 per month is paid either by families or for those who qualify through funds administered by the Greater Poweshiek County Foundation or the Outreach Board of our church.

Church Support:

Student fees pay for teacher salaries and basic supplies. The classroom space and utilities are paid by the church. In addition, the Church Administrator provides almost daily service to the preschool in countless ways but including bookkeeping services. Pastor Jessica has welcomed the preschool teachers as part of the church staff. The Outreach Board remains a source of support when needed and this year contributed \$110 to buy books as Christmas gifts for the children.

This year thanks to some years of fundraising efforts, occasional gifts, and a generous gift from Jo and Dan Becker, a long dreamed of renovation of the preschool was accomplished. This included a new bathroom, improved teacher work area and the installation of new flooring throughout the classroom.

This year marks the 58th year that the UCC Preschool has been in continuous operation including through the unprecedented challenges of the past year. Historically and currently, the preschool depends upon the gifts of time, talent, and money of church members in order to provide quality education to children in our community.

Peace Covenant

Our faith is anchored in the living God.
We believe that existence has meaning,
That life has purpose,
That persons are of infinite value,
And that we live in health
Only as we live as members one with another.

We believe that human differences
can be resolved by negotiation in a forgiving spirit
And that strife, violence, and war are contrary to the will of God.

We believe that the life-renewing spirit of Jesus
Is our guide and answer for all living.
We hold it to be the mission of the church of Christ
To work and pray for the peace
That is beyond the absence of war,
And we commit ourselves, with the help of God,
To accomplish God's healing purpose in the world.
Amen.

Adopted January 27, 1988

Open and Affirming Statement

The United Church of Christ-Congregational of Grinnell welcomes all people into the full life and ministry of the church celebrating diversity of race, ethnicity, color, national origin, gender, sexual orientation, socio-economic status, citizenship, age and ability.

Adopted May 21, 2000

Mission Statement

We are servants of God and one another on a creative journey of faith. We will respond to the call of Christ and the Holy Spirit. We will be a family open to all.
We will strive for peace and justice.

Adopted January 21, 2001