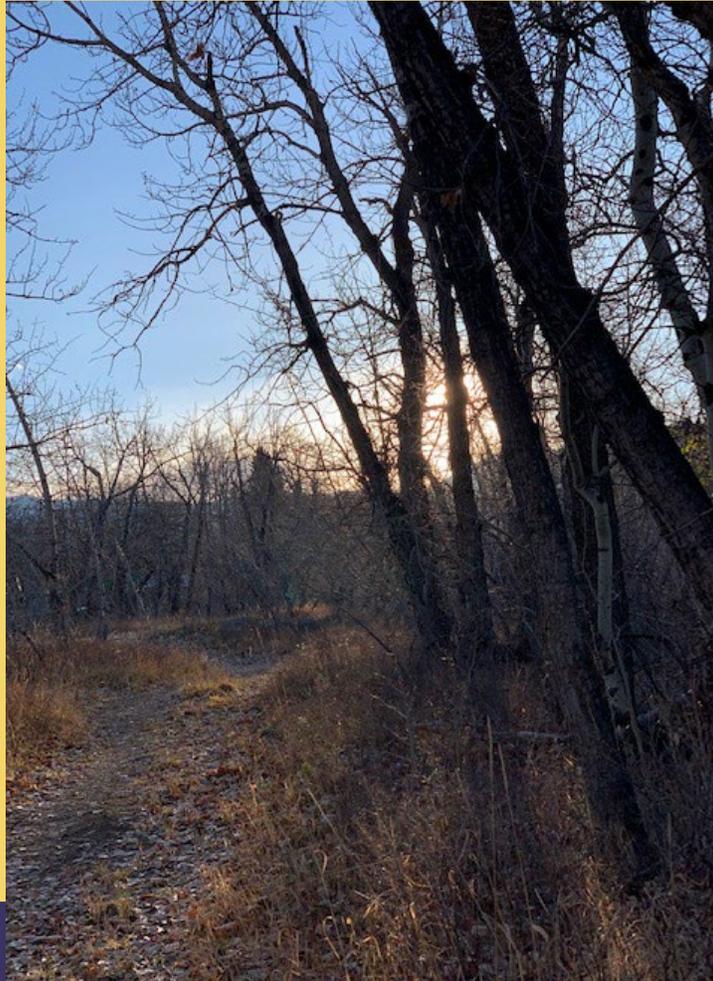


Red Lodge Community Church, United Church of Christ



ANNUAL Report 2021

For the Year ending December 31, 2021

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ANNUAL MEETING AGENDA

January 16, 2022

Call to Order

Bill Cords, Moderator

Opening Prayer

Pam Peterson, Pastor

Church Annual Meeting Business

Approval of 2021 Annual Meeting Minutes

Approval of corrected slate of Officers & Standing Committee Members

Installation of Officers & Standing Committees

Acceptance of Reports of Officers & Standing Committees

Review & Approval of 2021 Financial Statements

Discussion of Church Goals

Other Business

Closing Words & Benediction

Pastor Pam Peterson

Adjournment

Bill Cords, Moderator



ANNUAL MEETING OF RED LODGE COMMUNITY CHURCH

January 10, 2021

The meeting was called to order via Zoom by Moderator Jim Brown, at 11:05 AM. Thirty members were in attendance. A quorum was declared.

Pastor Pam led us in prayer.

Audrey Clark read the minutes of the 2020 Annual meeting. They were approved as read.

The 2020 Annual Report had been distributed prior to the meeting. It included the reports of all ministries, financial reports, slate of officers for 2021, and other pertinent information.

Mark Schubert presented an extensive summary of the church's financial status. It included data regarding past, current, and projected budgets, expenditures, endowments, pledging commitments, and investment income. Highlights of the report included the receipt of a Montana State CARES grant in the amount of \$14,998, which helped to fund a Christian Education Director's position, technology purchases, and salaries. This, along with direct gifts to the church allowed the church to end the year on a secure basis. The financial report was audited and found to be correct. It will be available in the church office in perpetuity.

The following order of business was to propose changes to the standing rules and bylaws. Those changes are as follows:

- A. That the word "committee" replace the word "ministry", as the ministries do function as committees. The motion passed by a significant majority, but there were a few "nay" votes.
- B. That each committee have at least three members, but not limited to three. This motion was also passed by a significant majority.
- C. As to Article ii in the bylaws, the ministry of the Executive Council: The purview of this ministry includes managing the affairs of the council, the budget,

church finances, and acts as the personnel ministry for all church employees. Therefore, the separate finance ministry is recommended to be absorbed into the Executive Council. The Executive council has the ability to request advice from financial specialists.

DISCUSSION. Betty Brekkus and Dixie McCampbell remarked on the fact that terminology and management of the church's affairs evolves over time, and eventually seems to come full circle. Mark Schubert remarked that members of the Finance ministry carried significant organizational memory, and that the church needs to consider this factor when making changes to church bylaws and procedures. A vote was taken, and the motion passed. Several nays were noted.

Approval of the slate of officers presented by the nomination committee followed. There were no nominations from the floor. Jim and Pam pointed out that we were unable to fill all available positions. We need qualified persons to fill these positions. Audrey mentioned that a new council member orientation would be helpful in defining the responsibilities of each member. Pam suggested that we might think of administering the church's business in a new way. The slate of officers was approved unanimously. Installation for those present followed. A second installation will follow for those officers and council members not present.

As there was no further business introduced, the meeting was adjourned by Jim Brown at 12:08 PM. Pastor Pam offered a benediction.

Respectfully submitted by,

Audrey Clark, Recording Secretary

Reports:



Pastor's Report Annual Report 2021

While annual reports generally “look back over” the year that has just passed by, I prefer to look forward to where we are headed, using the most recent year as a learning tool to inspire the year to come. We look forward to developing a new leadership structure, having learned that we do not need a separate Executive Council. We look forward to continuing to work with the ministerium and the Community Foundation to support local folks in need, while learning how we are best suited to meet the needs at hand. We look forward to collaborating with other churches to meet the need for children and youth for their Christian foundation. We look forward to welcoming back our worshipers who had been actively engaged prior to the shut-down and have new worship needs.

It has been a fascinating year, indeed. We were able to safely return to our sanctuary for worship in March, we met together in God’s perfect sanctuary of the outdoors this summer, and we are now the recipients of the wonderful gift of music from our new church musician along with our traditional choir led by our devoted choir director. Our sanctuary adornments feature the artwork of local artists and our own fabric artists. Children’s voices are heard throughout the building all week long and our facility continues to be a gathering place for community groups.

We have begun to institute the use of a “Lay/Worship Leader” for worship as well as implementing other liturgical formats, mixing things up to keep us alert and aware of the wonderful unique traditions that our church encompasses in our welcoming mission. We continue to produce a top-notch on-line worship service for those who cannot yet join us in person and for those from miles away who have become part of our worship community.

Gathering back together, we will be looking at ways to implement small group activities which we had just begun prior to the shut-down. We are now well on our way to “normal” and the more gatherings that we are able to hold, the better our communications will be. We look forward to joining our siblings in Christ from

Columbus and Absarokee Congregational Churches, something that we had traditionally been engaged in and are excited to rejuvenate. And finally, we will be making plans to celebrate some significant celebrations through music, drama, and study. We are grateful for the additions to our staff this year, with an Administrative Coordinator who has such a deep passion for our church and our new musician who, literally, shakes our rafters with song. Thank you to everyone who has been able to be part of the re-structuring of both worship and leadership. Our church's foundation of congregationalism has held fast, and we look forward to being able to call on that foundation for the continued health and success of our church.

Peace,
Pastor Pam



Moderator's Report Annual Report 2021

The duties of the Moderator are defined in Article I, Section F, Paragraph w of the Red Lodge Community Church Bylaws.

- Chair the meetings of the executive ministry and council
- Serve as the link between the council and the congregation and between the governing ministries and the minister
- Communicate with the minister and the congregation on a regular basis to address challenges and concerns
- Review reports from officers and governing ministries
- Call and conduct special council meetings
- Call and conduct congregational meetings
- Plan the churches official meetings
- See that the official decisions are carried out
- Organize and delegate tasks
- Interpret constitution and bylaws to governing ministries
- Communicate with the office manager to coordinate activities and address needs of various ministries and boards
- Act as the congregation's primary signatory
- Act as the signatory in the absence of the treasurer
- Serve as one of the representatives to the association and conference meetings
- Ensure the congregation is represented at ecclesiastical activities of the Association
- Be knowledgeable about the information and services available from the national church
- Actively participate in the life and mission of the church

The previously listed duties of the Moderator have guided my actions during the last two years. It is important to note and remember that the governance of our church is vested in the membership assembled in a duly called meeting of the church. Ad-interim, the government of the church is ultimately delegated to the Church Council which meets quarterly in January, April, July, September, and November (for setting the budget) and the Executive Council which meets monthly. The composition of Church Council includes the officers of the church plus a representative from each ministry—Diaconate, Pastor-Parish Relations, Facilities Management, Christian Education, and Stewardship and Outreach. With this organizational structure in mind,

the following motions were passed or discussed by the Executive Council and subsequently presented and approved by the Church Council during the 2021 church year:

- A motion to approve the printing of the new church directory was passed unanimously. Electronic and hard copies will be available.
- A motion to subscribe to the “Safe Church” monitoring program at a cost of \$10.00 per year was passed. Background checks will be conducted as a part of our safe church policies.
- Approved a revised compensation plan for the Church Accompanist. She will be paid \$100 for each service utilizing her music.
- A motion to change Zina General’s employment status from Probationary Employee to Regular Part-time Employee was approved.
- Facilities Committee member Jay West presented an update of current insurance coverage.
- A motion to approve the newly developed Employee Handbook was passed unanimously. Electronic and hard copies will be available.
- A motion to apply to the Paycheck Protection Program was passed. Mark Schubert, Treasurer, was charged with preparing the application.
- A motion to resume live public services of the Red Lodge Community Church on Sunday, March 7 was passed.
- The members of the Executive Council started the process of reviewing names to consider for the vacant position on the Executive Council. Pastor Pam recommended that the process be terminated and that the church engage in a review of its organization structure.
- A special congregational meeting would be called for the purpose of identifying possible changes to the organization structure for the church. Martha Brown and Russ Lord would lead this special meeting of the congregation. A Special Council meeting would be called to consider and approve this recommendation.
- A special council meeting was called to consider a request from the Pastor-Parish Relations Committee to call a special meeting of the church membership. The purpose of this request was explained by members of the Pastor-Parish Relations Committee. Essentially, the request involved the possible need for a revision of the church’s organizational structure due to the difficulty of filling administrative offices required in the current organizational structure. The Church Council then discussed the request, entertained a motion to hold the special meeting of the congregation, and approved said request. An Ad Hoc Committee will be formed by selecting one member from each committee/ministry of the church. A date for the special meeting of the church membership will be determined later.

- A motion was made, seconded, and passed unanimously to offer Janet Heuer-Campiglia the “Administrative Coordinator” position. Employment would be probationary for a three-month period beginning Tuesday, April 23, 2021. The part-time hours would be from 10:00 AM - 3:00 PM Tuesday through Friday weekly at a rate of \$15 per hour.
- A motion was made, seconded, and passed unanimously to set guest minister fees at the following rates:
 - \$200 for ordained ministers traveling from outside of Carbon County.
 - \$150 for ordained ministers traveling from within Carbon County.
- A special executive council meeting was called to interview Dr. Lynelle Kruckeberg for the position of church musician. A motion was made, seconded, and passed to offer her the position. Terms of employment would be five hours per week at a professional rate of \$60 per hour. Employment would be probationary for a three-month period beginning Sunday, June 27, 2021.
- Exit interviews are conducted at the end of an individual’s employment. Zina General submitted her resignation on July 28, 2021. The objectives of the interview were as follows:
 - To determine and discuss the employee’s reason for resignation.
 - To discover and discuss any grievances that the employee may have regarding the position held to institute corrective actions which may be deemed necessary.
 - To discover and discuss any misunderstandings the employee may have had about her position or her supervisor to institute any corrective actions which may be necessary.
 - Those attending the exit interview were, myself, Debbie Tomicich, Mark Schubert, and Steve Hansen.
- Results of the exit interview were discussed with the Pastor at a meeting held August 9th. Action plans were developed at this meeting.
- The regularly scheduled meeting of the Executive Council was cancelled for the month of August. Vacations and limited items requiring the attention of the executive Council were reasons for this cancellation.
- A motion was made, seconded, and passed to appropriate \$399 to purchase a replacement lawnmower from the Red Lodge Ace Hardware.
- A motion was made, seconded, and passed to approve contracting with Radon Protective Services to install a radon remediation vent to bring radon levels down below action level in the east and north sections of the building. Estimated cost is \$1595. Recommending immediate approval.
- A motion was made, seconded, and passed to approve a contract with Walter D. Clapp of Honor Coin Law, PLLC as the attorney of record for Red Lodge Community Church, UCC. The hourly rate is \$168.75 as needed. The paralegal rate is \$75 per hour as needed. (This motion is the result of the retirement of Steve Hanson and was briefly discussed at our last meeting.)

- Pastor Pam informed the Executive Committee that the congregant leaders of the Harvest Dinner have indicated that they will no longer be involved with this project. Reasons given were that Regis has previously cooked some of the turkeys. The restaurant has sold and is not available for our use. Other reasons include workers have died, moved, or are no longer able.
- Executive Council recommends to the Church Council that the traditional Harvest Dinner be canceled for 2021. The Executive Council suggests that the Council consider the project used last year. No motions were made.
- Jessica Bauer, speech therapist, has been utilizing the preschool space with occupational and physical therapy this summer. She requested, on behalf of herself and two colleagues (Lauren Spring, physical therapist and Dawn Crilly, occupational therapist), to continue use of the church space through the school year but at a reduced rate and hours of use. They would like to reduce hours per week from 10 to 3 and adjust the lease rate from \$200 per month to \$80 per month. The Executive Committee took no action but suggested that the Facilities Committee make a recommendation regarding minimum hours for lease of the building and conditions under which a lease would be considered.
- A motion was made, seconded, and passed that a new Christian Education Director be hired at a rate of \$15 per hour and a work week of ten hours per week. This motion was made at the request of the Christian Education Committee.
- A motion was made, seconded, and passed that a nursery worker be hired at a rate to be determined. This motion was made at the request of the Christian Education Committee.
- A motion was made, seconded, and passed to place an Advertisement for in appropriate sources for the Christian Education Director and the Nursery worker.
- A motion was made, seconded, and passed to create a Youth Chorale under the direction of Lynelle Kruckeberg (Church Musician) for a fall term beginning in October and ending in December. The purpose of a Red Lodge Community Church Youth Chorale is to provide a musical, creative, emotional, and social outlet in an encouraging, supportive, and learning environment. Through singing, movement, and musical games young musicians will learn a variety of styles and genres of music. The Youth Chorale would need to be approved by the Church Council for additional terms during 2022.
- A motion was made, seconded, and passed to approve the 2022 slate of church officers consisting of Bill Cords (Moderator), Lori Floyd (Secretary), Mark Schubert (Treasurer), and Debbie Tomicich (Financial Secretary). Also, a motion was made, seconded, and passed to approve the 2022 church budget presented by the Treasurer at the fall church meeting held on November 21, 2021.
- The regularly scheduled meeting of the Executive Council was cancelled for the month of December. Holidays and limited items requiring the attention of the executive council were reasons for this cancellation.

On a personal level, I would like to recognize and commend the efforts and dedication of the members of the Executive Committee—Debbie Awes (Past Moderator), Mark Schubert (Treasurer), Debbie Tomicich (Financial Secretary), Audrey Clark (Recording Secretary), Pastor Pam Peterson—as well as the representatives of the church ministries/committee who regularly served the Church Council—Renee Gabrian (Diaconate), Steve Hanson and Martha Brown (Pastor Parish Relations), Skip Bratton and Jay West (Facilities Management), LuAnne Brown (Christian Education), Russ Lord (Stewardship and Outreach). We should always remember that the success of this church is enhanced by the efforts of the members of each of our ministries/committees. A special appreciation is given to each of these special individuals.

In closing, I continue to be guided by the following quote from Dale Carnegie.

- ***“Develop success from failures. Discouragement and failure are two of the surest stepping-stones to success.”***

Jim Brown, Moderator

Our committee is responsible for establishing and maintaining readiness for services. We provide staffing for Sunday and special services.

We met nine times over the past year, four via Zoom and five in person. In person church services resumed in March and we promoted CDC guidelines of mask wearing, physical distancing, no singing. We took church attendance for Covid tracing purposes. We used disposable supplies for communion. We have adapted and changed these routines as the Covid numbers shift in our community.

Greeter and Coffee Hour lists were assigned to our congregation. Many found this dual assignment difficult, so we have returned to sign up lists for each of these volunteer services.

We appreciate our congregation's willingness to assist and adapt to our modifications.

Debbie Awes was our volunteer to serve on the Ad Hoc Committee for church restructuring. This committee was necessary to assist with the problem of filling administrative positions.

We voted to recommend the Council hire a pianist for weekly services, online recordings, adult, and children's choir accompanist. How thrilled we are that Dr. Lynell Kruckenburg has filled this position.

We continue our weekly Zoom Church Chat and Coffee Klatch. This group shares poems, readings, weekly events, and open discussions. We welcome all of our congregation to join in this hour of sharing. During the summer months, several of this group did weekly walks around our town and participated in the Fun Run.

We held three outdoor services at Kaleva Park over the summer. We provided staffing for weddings and memorial services at our church. Sanctuary colors and decorations were changed in keeping with the liturgical calendar and the needs of recording for services, choir, and special music. Thank you to Marie Shirley Jones and Grazia Giacomelli for their creative and beautiful decor of the sanctuary. Christmas care packages were mailed to those members who continue to be isolated or in care facilities.

Many thank you to your Deacons, Debbie Awes, Lori Floyd, Sharyn McKenzie, Helen Mackay, Bill Cords, Don Kinney, Renee Gabrian, and we welcome our new member, Mark Sechler.

FACILITIES MANAGEMENT ANNUAL REPORT 2021

In 2021, the Covid-19 Pandemic continued overshadow everything though not much as in the previous year. With Walter Clapp joining the committee, we will now have all slots filed. The other notable events were as follows.

1. Radon remediation was installed in the smallest downstairs classroom (a/k/a “the nursery”). The system vents the foundation slabs for the east and northern additions. It was installed at the southeast corner of the building and is contained in a large melamine cabinet.

2. For the Church’s role as a disaster-relief center, the shower stall in the janitor’s closet was reconditioned and we obtained a portable bed. During the big fire on Mount Maurice, we were open to provide temporary, pet-friendly housing for the displaced. With the local rental housing market being what it is, we may be providing some temporary shelter during this winter’s cold snaps for those who have been living in vans and RVs.

3. The lighted front sign was reconditioned with new polycarbonate panels. (We also obtained new protective panels for the top of the altar.) The replacements were installed as part of the work of clean-up day for the yards and landscaping, held on Jun 15. The outside work included new bark ground cover. Lawn care was provided by volunteers through the summer. The 25-year-old gas lawnmower was retired. We upgraded to a 56v battery-powered E-GO brand mower which, by all accounts, is more effective and much pleasanter to use. Marge Nearpass put together task-lists and sign-up sheets for the outdoor work.

4. We deferred an interior clean-up day because of the great job being done by Arina Baranko as our contract custodian.

5. The Memorials board, with engraved plaques, was installed in the Upper Room.

6. The “Little Explorers” Preschool continues to use the downstairs classrooms throughout the school year. Attendance has doubled. The Preschool has contracted directly with Arina Baranko for the additional cleaning that may be needed. Space was also rented for the start-up Early Childhood Intervention Group so that they can which provide speech and other therapies for some of the preschoolers.

7. We installed a flower-pot hanger pole at the curb for the Red Lodge Proud and Beautiful flowerpots. This allows us to move the flowers from where they have been partly blocking the bottom of the entry ramp in years past.

8. Some of the plumbing work from the 2004-2005 renovations needed repairs as parts start wearing out. This included replacing parts in the flushing mechanisms of 4 toilets (one part for an upstairs urinal remains back-ordered because of Covid-related supply and shipping issues), replacing a toilet seat, and repairing freeze damage to the water line supplying the outside faucet on the north wall next to the playground. Thanks to RJ Plumbing for lending us the PEX tools for the last item.

9. We returned one of the alley trash containers, saving about \$40 per month. We did so because we are doing more recycling (thank you Bill Cords picking that up) and are having fewer trash-generating events (thanks Covid-19.)

10. Cabling and audio-visual upgrades are being planned for the pulpit in hopes of reducing the clutter of wires and cables there.

11. We did some work on new, and more welcoming décor for the main narthex. The plans include moving the large 1990 photo of the church to the opposite wall and adding photos from 1918 and 1944. We also are planning to recondition the original arched stained-glass window panel, putting it in a frame and hanging it the nook next to the front entry. We also will be hanging some of our unused metal sculptures in the stairwell and elsewhere in the church. Marie Jones installed a draped decoration around the West, south and East Walls of the Fellowship Hall pending further re-decorating after last year's work of replacing the worn-out carpeting and repainting the walls in a brighter color. Clean-up work remains on-going with the Brother Van room (aka "the Christian Ed" room.)

12. We worked on assembling a history of the building from 1912 to the present as part of an "operations manual" for the building. We are doing this because we used to be able to ask the "old-timers" about those kinds of details but have now become the old-timers, ourselves. This continues as a work in progress.

13. This summer's constant heatwave showed again the need for cooling in the church office. We purchased a portable a/c unit that vents through the casement window.

14. Restarting the Harvest Dinner was deferred for another year but have resumed hosting some larger events. These included a choral concert in November which was followed by a reception and birthday party for choir director Marty Clague. Marie Jones reorganized the kitchen and Harvest Dinner Pantry closet. We have learned how to use our Zoom connections for video for event overflow seating in the Upstairs Room and Fellowship Hall. The events for which we have set-this up included hosting the Linda Fellows funeral and the Christmas Eve services.

15. Review of the decade-old building use policies continued. Revised policies with a new fee schedule will be proposed this winter. In the upcoming year, the church leadership will revisit the policies governing use of church facilities by the community, particularly the use of our kitchen facilities and the use of classroom facilities by for-profit entities that provide community benefits.

16. Snow-removal in front is again being handled by Zach Kotar's Pro-Cut company. Elk and Pine are plowing the rear parking lot.

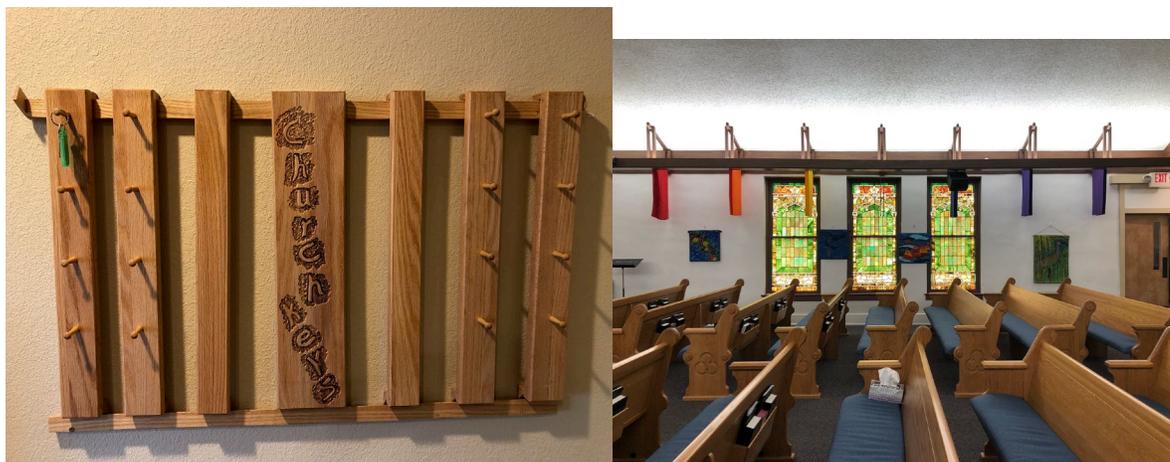
17. Marie Jones and others have helped with yard and exterior work for our neighbor to the south (and long-time supporter), Grazia Giacomelli. We will be expanding the spray pattern of one of our yard sprinkler heads to cover the part of her lawn that adjoins ours.

18. We cleaned up the storage closet next to the elevator to make it available for records storage. We have church records going back 132 years which have been stored in boxes and tubs in various locations. Some are in the "Comm" closet, some in

the “Choir closet” (across from the restrooms), and some are elsewhere. The long-unused, torn and worn “gold-vinyl” stacking chairs have been moved to the downstairs hallway. Anybody who wants some is welcome to them. Otherwise, we will haul them to the Habitat Restore or Goodwill in Billings (if either will accept them) and otherwise to the dump.

19. Skip and Deb Bratton donated some wing chairs for the seating across from the elevator next to the old mission-style banquet-chest. A new secretary’s chair was purchased for the office. We will need to buy a replacement for the Pastor’s desk chair as the base of the existing one (donated by Skip) has broken.

20. We reviewed the building insurance policy with Council and others. As a result, coverages were added for Cyber Liability, Employment Practices Liability, and Sexual Misconduct and Abuse.



Christian Education Annual Report 2021

We had a wonderful year for our children this year! The children were able to gather together in person before we came back together for worship with Sunday morning lessons, first via Zoom and then in person. For the first time in many years, we held a wonderful Vacation Bible School at the Kaleva Lodge in cooperation with Messiah Lutheran Church. We started a new Children's Chorale this fall and look forward to continuing with that in the spring. For our Christmas Eve service our Children's Choral joined in the singing of "Peace, Peace, Silent Night."

We had 3 Confirmation Students complete their confirmation, Samarra Quick, Eliza Seifert, and Mason Swanson, and all three of them joined the church. A true success for the completion of their Sunday school adventure with our church!

We are currently advertising for a Christian Education Director and have been in conversation with the UCC Seminaries in hopes of creating a Christian Education Internship position. Thank you to everyone who has volunteered their time and efforts in supporting a Christian Education program with our church and we look forward to continuing our efforts for the future.



Stewardship & Outreach

Annual Report 2021

2021 was another year deeply affected by COVID-19. In person activities were particularly curtailed. Most committee meetings were successfully held by Zoom in the early part of the year, moving to in person or hybrid meetings as things started to open. We continued to use the open structure of sharing the facilitation with two members taking responsibility for 1/3 of the year, then two others the second 1/3 year, and so forth. Julia Childs was the secretary and sent out the Zoom invitations. Russ Lord was our representative to the Church Council.

1. Hazel Chamberlain Fund: \$17,354 was available.
 - Pastor's Discretionary Fund: \$2000
 - 5 designated funds: CUE, Rocky Mountain College, Intermountain, Youth Outreach, Pastors' Sabbatical Fund:\$850 each
 - For the remaining funds we invited members of the congregation to sponsor local organizations who then made presentations to the congregation. The congregation voted on their favorites. The remaining funds were then distributed to 6 local organizations accordingly (Early Childhood Program, The Roosevelt Center, Yellowstone Wildlife Center, Hero Steam Center, The Willows, Daisy Girl Scouts).

 2. Habitat for Humanity: A crew of about 6 at a time worked on the Habitat houses up at the Spires pretty consistently throughout the year.

 3. Northern Cheyenne and Crow people:
 - The Boys' and Girls' Club in Lame Deer suspended all kids' programs and became the food distribution center for the tribe.
 - The Boys' and Girls' Club in Busby was put on hold until the tribe could address the bad water problem in the community. This has been done and the tribe has taken over the playground project.
 - Clothes for kids were collected from the Senior Center and Kids' Corner, washed, and taken to "Everything Is Beautiful" in Lame Deer.
 - Books were delivered to the Boys' and Girls' Club in Lodge Grass for their library and shelves were built to house them.

 4. Grazia Garmecella's yard was cleaned. The re-landscaping was begun and will be finished in the spring. The trim at the front of her house was painted.

 5. Pledge Campaign:
 - \$47,920 was raised from 14 sustaining pledges
 - \$75,104 was raised from 34 regular pledges
 - \$10,000 was raised from a matching fund
- \$133,024 total from 48 pledges

Prayer Shawls 2021

No annual report for Prayer Shawls for 2021

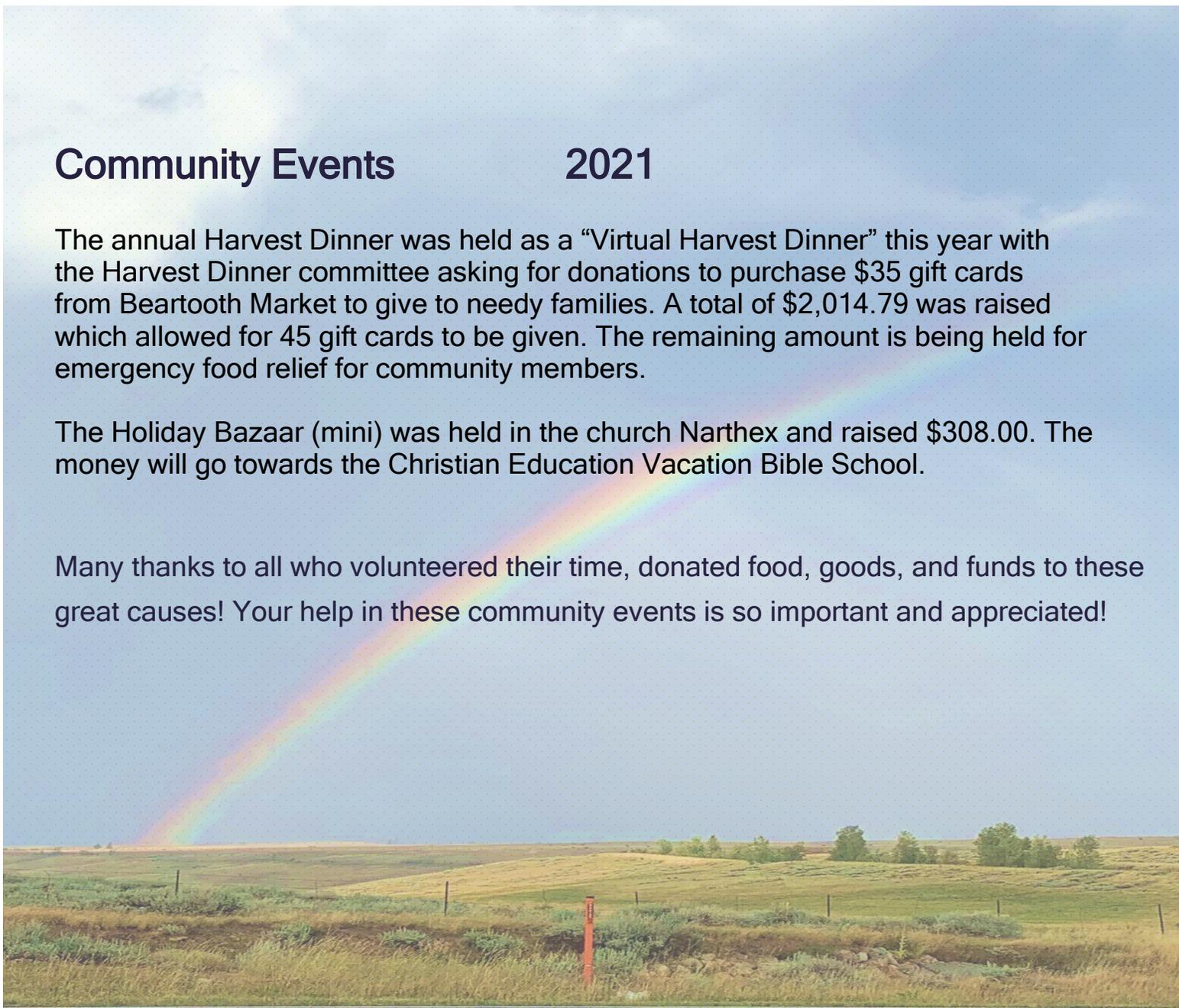
≈ Norma Scheidecker

Community Events 2021

The annual Harvest Dinner was held as a “Virtual Harvest Dinner” this year with the Harvest Dinner committee asking for donations to purchase \$35 gift cards from Beartooth Market to give to needy families. A total of \$2,014.79 was raised which allowed for 45 gift cards to be given. The remaining amount is being held for emergency food relief for community members.

The Holiday Bazaar (mini) was held in the church Narthex and raised \$308.00. The money will go towards the Christian Education Vacation Bible School.

Many thanks to all who volunteered their time, donated food, goods, and funds to these great causes! Your help in these community events is so important and appreciated!



Statistical Report 2021



Births - 0

Baptisms - 1, Samarra Quick

Weddings - 0

Transfers - 2, Mark Sechler, Carol Sechler

New Membership - 9, New Membership Conformation, 3

Deaths - 1, Roger Ferguson

FINANCIAL REVIEW ANNUAL REPORT 2021

I have reviewed the Annual Financial Report of The Red Lodge Community Church for the year ended December 31, 2021. Based on my review, I am not aware of any material modifications that should be made to the Operating Fund Report for the year then ended.

The Treasurer and Financial Secretary have provided records that are complete, balance to the related bank records, and properly reflect the financial results of 2021.

Mark Schubert
January 12, 2022

2021 Endowment Distribution

DESCRIPTION	Amount
CUE	\$850.00
Intermountain Children's Home	\$850.00
Rocky Mountain College	\$850.00
Pastor's Sabbatical Fund	\$850.00
RLCC Youth Education Fund	\$850.00

Additional Distributions:

DESCRIPTION	Amount
Girl Scouts of USA Daisy Troop 2230 of Red Lodge	\$600.00
St. John's United - The Willows	\$1,000.00
Hero's STEAM Center - RLACF	\$1,000.00
RLCC Confirmation Class/Nature Sanctuary	\$2,000.00
Early Childhood Grant Fund - RLACF	\$4,800.00
Roosevelt Center - FLACF	\$2,000.00
RLCC Pastor's Discretionary Fund	\$1,704.00

- The entirety of these monies was from the growth of the Hazel Chamberlain Endowment.

Hazel Chamberlain Endowment Fund

Book Value on 1/1/21	\$ 298,414.76
Unrealized Gain/Loss	\$ 216,265.19
Fair Market Value on 1/1/21	\$ 514,679.95
Interest Earned in 2021	\$ 5,369.12
Distributions - Grants	\$ 17,604.00
Book Value on 12/31/21	\$ 294,056.75
Unrealized Gain/Loss 12/31/21	\$ 252,373.58
Fair Market on 12/31/21	\$ 546,430.33

		❖ <u>Special Offerings</u>
<u>2021 Memorials</u>	<u>Second Mile Giving</u>	Christmas Fund \$170.00
Roger Ferguson	Baretooth Cupboards \$600.00	Neighbors in Need \$0.00
	Boys & Girls Club \$ 0.00	Our Church's Wider Mission \$0.00
	Church World Service \$ 0.00	One Great Hour of Sharing \$0.00
	<u>N.Cheyenne Christmas Fund</u> \$ 0.00	<u>Strengthen the Church</u> \$0.00
	\$600.00	\$170.00



2021 Annual Report restricted/Special Funds as of 12/31/2021

	Beginning Balance	Decrease	Increase	Ending Balance
6374 - Pastors Discretion	\$ 1,453.10	\$ 2,452.26	\$ 1,250.00	\$ 250.84
6405 -Capital Improvement	\$ 8,055.27	\$ 750.00	\$ 6,103.30	\$ 13,408.57
6324 - Sanctuary	\$ 11,281.51			\$ 11,281.51
6328 - Pews	\$ 11,795.95			\$ 11,795.95
6331 - Sound System	\$ 924.14	\$ 34.98		\$ 889.16
6329 - Tech & Physical Plant	\$ 9,982.02	\$ -		\$ 9,982.02
6406 - Womens Group	\$ 3,614.96			\$ 3,614.96
6407- Prayer Shawl Ministry	\$ 116.07			\$ 116.07
6301 - Church School	\$ 4,883.70		\$ 308.00	\$ 5,191.70
6302 - Adult Church School	\$ 358.68			\$ 358.68
6385- Youth Program	\$ 9,823.32			\$ 9,823.32
6408 - Reserve education - other	\$ 1,800.00			\$ 1,800.00
6476 - RLCC You Education com-	\$ 700.00			\$ 700.00
6389 - Copier Replacement	\$ 11.67			\$ 11.67
6396 - Table & Chair replacement	\$ 257.50			\$ 257.50
6399 - Undesignated Memorials	\$ 15,395.19		\$ 515.00	\$ 15,910.19
6425 - Moran Bequest	\$ 319,065.87		\$ 47,338.17	\$ 366,404.04
6318 - World/Special Request				\$ -
6450 - Music Reserve	\$ 29,077.04	\$ 500.00	\$ 5,100.00	\$ 33,677.04
6462 - Pew Bibles Reserve	\$ 25.27			\$ 25.27
6465 - Prepaid Pledges	\$ 12,183.11	\$ 12,183.11	\$ 21,971.15	\$ 21,971.15
6470 - Sabbatical Reserve	\$ 5,295.00			\$ 5,295.00
6463 - Disaster Relief	\$ -	\$ 228.75	\$ 3,000.00	\$ 2,771.25
6366 - Christmas Fund	\$ (29.00)		\$ 170.00	\$ 141.00
6466 - Prepaid Christian Ed Dir	\$ 6,213.75	\$ 1,252.50		\$ 4,961.25
6467 - Harvest Dinner Restricted	\$ 15.00			\$ 15.00
6468 - St of MT - CARES Grant	\$ 14.44			\$ 14.44
6469 - Community Youth & Elder	\$ 498.00			\$ 498.00
6470 - Prepaid - other	\$ 1,039.27	\$ 1,039.27		\$ -
TOTALS	\$ 453,850.83	\$ 18,440.87	\$ 85,755.62	\$ 521,165.58
<i>Endowment fund</i>	<i>\$ 3,019.70</i>	<i>\$ 17,604.00</i>	<i>\$ 13,100.00</i>	<i>\$ 7,523.70</i>

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Accrual Basis

Red Lodge Community Church, UCC
Profit & Loss Budget vs. Actual
January 2020 through December 2022

	Jan - Dec 20	Jan - Dec 21	Budget 2021	Budget 2022
	Actual	Actual	2021	2022
Ordinary Income/Expense				
Income				
7100 · Contributions				
7105 · Pledges				
7107 · Pledge Challenge Match	0.00	0.00		10,000.00
7105 · Pledges - Other	128,504.89	121,312.44	126,000.00	116,000.00
Total 7105 · Pledges	128,504.89	121,312.44	126,000.00	126,000.00
7110 · Open Collection	22,708.18	13,114.03	20,000.00	11,500.00
Total 7100 · Contributions	151,213.07	134,426.47	146,000.00	137,500.00
7200 · Use Fees	2,300.00	4,458.03	2,500.00	1,500.00
7300 · Other				
7302 · Special Gifts	0.00	0.00		600.00
7319 · Reimbursed Budgeted Expense	200.30	1,220.00	300.00	1,500.00
7333 · Pantry Donation Income	0.00	0.00	50.00	
7300 · Other - Other	546.80	0.00	600.00	
Total 7300 · Other	747.10	1,220.00	950.00	2,100.00
7325 · Harvest Dinner	2,730.00	2,014.79	4,000.00	
7326 · CEDir Sal Reimbursement	786.25	1,252.50	5,263.75	4,050.00
7330 · Interest Income	1,812.60	1,343.53	3,500.00	935.00
7331 · Transfer From Music Reserve	0.00	0.00		985.00
7400 · Grant Income				
7400.1 · Grant Income - Christian Ed.	1,499.99	0.00		
7400.2 · Grant Income - Technology	9,985.57	0.00		
7400.3 · Grant Income - Salaries	3,000.00	0.00		
7400 · Grant Income - Other	0.00	0.00		
Total 7400 · Grant Income	14,485.56	0.00		
Total Income	174,074.58	144,715.32	162,213.75	147,070.00
Gross Profit	174,074.58	144,715.32	162,213.75	147,070.00
Expense				
8002 · Postage	383.30	58.00	525.00	525.00
8003 · Breeze Contribution Fees				
8003.1 · Breeze Contr. Fees-Pass Through	31.93	0.00	100.00	
8003 · Breeze Contribution Fees - Other	486.16	630.04	900.00	600.00
Total 8003 · Breeze Contribution Fees	518.09	630.04	1,000.00	600.00
8004 · Printing/Paper	267.73	93.00	275.00	125.00
8006 · Service Contracts/Subscriptions	2,484.90	2,944.05	1,800.00	2,300.00
8008 · Salary-Office	6,929.81	0.00		
8011 · Administrative Coordinator	27,364.50	21,075.00	38,000.00	21,250.00
8012 · Supplies & Misc.	1,038.43	4,373.67	1,200.00	3,500.00
8014 · Telephone	1,439.64	1,559.61	1,500.00	1,500.00
8015 · Professional Services	0.00	2,750.00	500.00	2,700.00
8016 · Computer/Copier Replacement	750.17	440.00	1,000.00	600.00

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Accrual Basis

Red Lodge Community Church, UCC
Profit & Loss Budget vs. Actual
January 2020 through December 2022

	Jan - Dec 20	Jan - Dec 21	Budget 2021	Budget 2022
8020 · Internet Technology/Software	2,548.78	3,726.59	2,000.00	3,600.00
8021 · Technology Supplies	57.86	564.40		175.00
8022 · Payroll Tax	2,212.63	1,442.98	3,000.00	1,700.00
8024 · Payroll Tax-Workman's Comp	0.00	403.80	235.00	550.00
Total 8000 · Administration	45,995.84	40,061.14	51,035.00	39,125.00
8100 · Christian Education				
8152 · Curriculum				
8155 · Child-Curriculum	0.00	202.50		275.00
Total 8152 · Curriculum	0.00	202.50		275.00
8158 · Child care	0.00	0.00		1,900.00
8164 · Books & Subscriptions	49.00	64.44		100.00
8165 · CE Background Checks	160.25	221.00		75.00
8166 · Supplies	0.00	32.55		50.00
8180 · Christian Education Director	1,286.25	2,175.00	8,510.00	3,750.00
8183 · Youth- Choir	0.00	675.00		
8185 · Payroll tax	0.00	249.74		452.00
8100 · Christian Education - Other	0.00	0.00	1,500.00	
Total 8100 · Christian Education	1,495.50	3,620.23	10,010.00	6,602.00
8200 · Church Representative Support				
8202 · Association/Conference Delegate	25.00	0.00		
8200 · Church Representative Support - Other	0.00	0.00	300.00	
Total 8200 · Church Representative Support	25.00	0.00	300.00	
8300 · Diaconate				
8302 · Devotional Supplies	436.75	417.38	250.00	185.00
8304 · Pulpit Supply	150.00	400.00	250.00	550.00
8306 · Worship supplies	451.80	442.79	350.00	600.00
8308 · Communion	75.67	18.47	80.00	100.00
8310 · Special Events/ Outdoor Worship	133.00	300.00	200.00	300.00
8402 · Evangelism	0.00	0.00	100.00	100.00
8404 · Advertising	434.00	2,200.43	650.00	1,300.00
8408 · Service Music	256.99	100.00	350.00	200.00
8506 · Piano Maintenance	235.00	175.00	300.00	300.00
8508 · Music Supplies	525.67	242.58	575.00	300.00
8510 · Choir Director	2,000.00	4,000.00	4,000.00	4,000.00
8512 · Service Accompanist	6,200.00	9,975.00	6,000.00	15,000.00
8513 · Music PR tx/ Work Comp	218.02	1,224.62	1,350.00	1,520.00
8514 · License for Copyright Music	533.00	137.00	525.00	185.00
8300 · Diaconate - Other	0.00	44.47		
Total 8300 · Diaconate	11,649.90	19,677.74	14,980.00	24,640.00
8600 · Outreach				
8602 · OCWM	8,000.04	8,000.04	8,000.00	8,000.00
8604 · Conference Fellowship Dues	2,000.04	2,000.04	2,000.00	2,000.00
Total 8600 · Outreach	10,000.08	10,000.08	10,000.00	10,000.00
8700 · Stewardship & Mission				

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Red Lodge Community Church, UCC
Profit & Loss Budget vs. Actual
January 2020 through December 2022

	<u>Jan - Dec 20</u>	<u>Jan - Dec 21</u>	<u>Budget 2021</u>	<u>Budget 2022</u>
8702 · Fund Drive	0.00	481.00		650.00
8704 · Pledge Envelopes	135.94	97.61		
8706 · Mission	250.00	0.00	250.00	
8707 · Supplies Stewardship	0.00	0.00		
8708 · Stewardship Postage	369.60	631.12	225.00	650.00
8709 · Quilters	117.78	0.00	150.00	
8700 · Stewardship & Mission - Other	0.00	0.00	500.00	100.00
Total 8700 · Stewardship & Mission	873.32	1,209.73	1,125.00	1,400.00
8800 · Pastor Package				
8802 · Salary	37,704.00	42,781.56	37,704.00	44,020.44
8803 · Self Employment Tax	4,736.04	0.00	4,736.00	
8806 · Mileage	0.00	1,152.00		
8808 · Professional Expenses	6,300.00	4,000.00	4,200.00	7,448.00
8810 · Pastor's Annuity	9,282.00	9,282.00	8,877.00	9,282.00
8812 · Pastor's Insurance	12,196.21	8,028.28	10,000.00	5,666.56
8818 · Pastor's Housing	25,699.92	25,700.16	25,700.00	25,700.00
Total 8800 · Pastor Package	95,918.17	90,944.00	91,217.00	92,117.00
8900 · Property, Plant & Equipment				
8904 · Insurance Church	7,365.25	8,442.33	8,500.00	8,500.00
8906 · Church Maintenance/Supplies	4,148.14	2,282.09	4,200.00	2,500.00
8910 · Custodian	1,845.00	1,451.33	2,500.00	1,500.00
8912 · Utilities	8,003.58	9,105.00	8,500.00	9,000.00
8914 · Lawn/Snow Removal	1,458.30	4,266.52	1,500.00	3,000.00
8915 · Pantry Supplies	143.83	228.66	500.00	150.00
8918 · Capital Improvement Reserve	12.78	0.00	500.00	
8900 · Property, Plant & Equipment - Other	0.00	545.40		
Total 8900 · Property, Plant & Equipment	22,976.88	26,321.33	26,200.00	24,650.00
8925 · Harvest Dinner Expense	2,730.00	1,610.00	1,800.00	
8926 · Expense - Other Inc./Sp. Event	48.15	100.00	100.00	
8928 · Spec Event- Labor	0.00	375.00		
Total Expense	191,712.84	193,919.25	206,767.00	198,534.00
Net Ordinary Income	-17,638.26	-49,203.93	-44,553.25	-51,464.00
Other Income/Expense				
Other Income				
9225 · PPP Loan- Forgiven	0.00	27,205.00		
Total Other Income	0.00	27,205.00		
Net Other Income	0.00	27,205.00		
Net Income	-17,638.26	-21,998.93	-44,553.25	-51,464.00

Nominations for 2022 Offers & Standing Committees

Only those indicated with * need to be elected

Executive Committee

Terms Ends

Moderator: *Bill Cords	12/31/23
Past Moderator: Jim Brown	12/31/21
Vice Moderator: Vacant; elected	
Treasurer: Mark Schubert; (appointed)	12/31/22
Recording Secretary: Lori Floyd; (appointed)	12/31/22
Financial Secretary: Debbie Tomicich; (appointed)	12/31/22
Clerk: Vacant ; (appointed)	
Auditor: Vacant ; (appointed)	

Pastor-Parish Committee

Martha Brown	12/31/22
Steve Hanson	12/31/23
Denece Lord	12/31/23
Vacant	

Personnel

Executive Church Council

Nominating Committee

Vice Moderator (Chair)	
Vacant	12/31/22
Vacant	12/31/22

Ministries:

Christian Education

LuAnn Brown, Council Rep	12/31/22
Gwen Cords	12/31/22
April Swanson	12/31/22
Vacant	

Diaconate

Bill Cords	12/31/22
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Debbie Awes	12/31/22
Renee Gabrian	12/31/23
Don Kinney	12/31/22
Sharyn McKenzie	12/31/22
Lori Floyd	12/31/23
Helen Mackay	12/31/23
*Mark Sechler	12/31/23

Facilities Management

Jay West	12/31/22
Marie Jones	12/31/22
Wally Nordstrom	12/31/22
Marge Nearpass	12/31/22
Skip Bratton	12/31/22
*Walter Clapp	12/31/22

Stewardship & Mission

Linda Hanson	12/31/22
JoAnn Eder	12/31/22
Julia Childs	12/31/22
Russ Lord	12/31/22
Carol Souders	12/31/22
Libby Gardner	12/31/22

Delegates to Annual Conference

1 st Bill Cords	12/31/22
2 nd Vice Moderator	12/31/22
3 rd To be appointed	12/31/22
Alternate: _____	



Our Mission: The Red Lodge Community Church, United Church of Christ, welcomes all People to gather for worship, fellowship and to study the word of God. We seek to be servants to Lord in care of all people.

***"We are not human beings having a spiritual experience;
we are spiritual beings having a human experience."
-Pierre Teilhard de Chardin***



"The nature photos in this year's annual report are from Pastor Pam's Spirit's Nudge and her work with our church this year in recognizing our call to embrace our eco-theology and eco-justice awareness."