Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW
LOCAL CHURCH PROFILE

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

UNITED CHURCH OF CHRIST

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

UCC Parker Hilltop
Parker, CO

Settled Pastor

Rocky Mountain Conference, Southeast Association

December 5, 2022

LOCAL CHURCH PROFILE CONTENTS

- ➢ Position Posting
- ➢ Who Is God Calling Us To Become?
- ➢ Who Are We Now?
- ➢ Who Is Our Neighbor?
- ➢ References
- ➢ Consent and Validation

"God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work."
(2 Corinthians 9:8)

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-telling and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and Mission Insite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (http://oppsearch.ucc.org).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.

1. POSITION POSTING

a. LISTING INFORMATION
b. SCOPE OF WORK
c. COMPENSATION & SUPPORT
d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: United Church of Christ Parker Hilltop
Street address:10926 E. Democrat Rd, Parker CO 80134
Supplemental web links: uccparkerhilltop.org
Facebook: United Church of Christ Parker Hilltop

Additional ecumenical affiliations *(e.g. denominations, communions, fellowships)*:
Conference: Rocky Mountain Conference
Association: Southeastern Association
UCC Conference or Association Staff Contact Person
Rev. Erin Gilmore, Associate Conference Minister

Rocky Mountain Conference, UCC

email: erin@rmcucc.org | office: 720-738-8563

Summary Ministry Description:
In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

During this interim process, we are getting a better sense of who we are and are preparing ourselves to envision our future. We have started this conversation and want to invite our new minister to help us with a vision or mission statement. We have a "Why" statement that describes why we exist. For several reasons our church has entered a new era, after the initial stages of the COVID pandemic, after the retirement of our minister, after learning how to be a virtual and in-person church, we are primed to discover who we are and who God is calling us to become. We are seeking a minister ready to step into that future with us.

Photographs: *Insert 1 – 3 images of your church, its people, its parsonage, building or gathering spaces, etc.*

What we value about living in our area *(2 – 3 sentences)*:

We value the peace and quiet of the country while being close to a major metropolitan area. We value the small-town feeling, like a country church, with the companions of faith who have come from larger cities. We have great local resources but are not at the heart of the hustle and bustle of Parker.

Current size of membership: 91

81 in 2021 data hub + 10 new members on June 26, 2022
We will have six new confirmands join in November 2022.

Languages used in ministry *(other than English)*: none

Position Title: Settled Pastor

Position Duration *(choose one, delete the other options listed)*:

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level *(choose one, delete the other options listed)*:

¾ Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

(30-35 hours weekly / 8-10 units)

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- leadership development by working with people in the church to create ministry and programs
- pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)
- community engagement and leading the way for the church to be an ambassador of God's love

- weddings and funerals for participants in the worshipping community
- strategic planning for current and new directions in ministry
- participate in wider church activities such as conference and association meetings as time permits
- faithful financial development and stewardship
- study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- energizing and deepening the spiritual connections and faith understandings of others in all they do

Core Competencies:

*(**List three core competencies** that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

1. Trustworthiness: We seek a pastor who is able to show trustworthiness in worship, preaching, caring, maintaining confidence and healthy boundaries.

2. Inclusive: We seek a pastor who can embody our ONA and A2A covenants, and helps us continue to live into these covenants and other expressions of inclusion as a faith community.

3. Sociable: We would like a pastor who has skills in relating to diverse people. The individuals in our congregation have a variety of beliefs and values, and we need a pastor who can listen to and embrace our members with acceptance and positivity. Part of relating to diverse people is a pastor who is social and enjoys fellowship, as we enjoy fun gatherings together.

1c. COMPENSATION AND SUPPORT

Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance)*: $38,500 (3/4 time)

Benefits *(choose one)*:

Salary plus Benefits

What is the expected living situation for your next minister *(e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)*?
Living in the area with a housing allowance as part of the total compensation package

Comment on the residential/commuting expectations for your next minister.
Close enough to conduct pastoral duties. This can be discussed at the appropriate time.

State any incentives *(e.g. school debt reduction or retention bonus after a certain number of years in position)*: 3-month sabbatical after 5 years of service.

Describe peer and professional supports available for ministers in your association/conference:
Southeast Association clergy cluster, Rocky Mountain Conference clergy calls and other such groups that support the pastor in his/her/their ministerial development as it pertains to our congregation.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: open to negotiation

1d. WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

We look forward to collaborating with our settled Pastor on ministry goals of outreach and acceptance. We are an Open and Affirming church and want to continue outreach to those who identify in the GLBTQA+ community. We also want to reach out about mental health challenges faced in our community, for example, provide a meeting place for support groups.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

We want a minister who can guide us in building a bridge with access into the community, whereby we go out into the community and the community feels welcome and knows who we are. We could see ourselves being ecumenical and connecting with other churches. We also want to be more active in the Parker town life, like at a summer events, special celebrations, and local activities. Seeing the bigger picture is important to us.

Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.
No language or cultural preferences.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from <u>The Marks of Faithful & Effective Authorized Ministry</u> that your next minister will display to further equip the congregation's ministry in these areas.

<u>From the Marks of Faithful & Effective Authorized Ministry</u>

1. EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE
   We would like our minister to understand the Holy Spirit at work through the elements of Christian worship and faith practices. We believe having an active personal prayer life of discernment is important. We hope that the minister will nurture his/her spiritual practices.

2. CARING FOR ALL CREATION
   We believe providing hope and healing to a hurting world, maintaining a basic understanding of mental health, and nurturing care and compassion in God's creation are important. We want our minister to practice self-care and life balance.

3. WORKING TOGETHER FOR JUSTICE AND MERCY
   We want our minister to approach injustice and oppression by offering the radical hospitality of God through Jesus and the sacred texts. It will help us to identify and work to overcome explicit and implicit bias in the church. We believe in order to do this the minister needs to understand our changing community, which is primarily white and conservative. We want help to navigate these changes by building relationship of mutual trust and interdependence.

4. STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS
   We want our pastor to exhibit strong moral character and integrity. We want a minister who believes in respecting the dignity of all God's people. A mark of a faithful minister for us is living in covenantal accountability with God and the Church

2. WHO IS GOD CALLING US TO BECOME?

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

We are open to who God is calling us to become, and we think the Spirit is calling us to be a welcoming, inclusive, and safe place to worship. We are open to walking a path of discovery and inspiration. For example, while taking a hike you might be pleasantly surprised by the journey and not just the destination. We believe we are on a journey to walk with God and others.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps?

1. We engaged in a very creative exercise on May 1, 2022, called the Personal Identity Exercise. This was a congregation wide exercise where we split into small groups with the task of answering the question of "Who Is Our Church?" if our church were a person. The exercise came from the book of the same name by Janet R. Cawley, 2006.

Here is the person they came up with if UCCPH was a person:

The name would be Chris Hope-Faith

- A person who identifies as non-binary –not exclusively masculine or feminine qualities.
- Is around 50 years old and has a very youthful spirit.
- Is casual, fun, dedicated, friendly, down-to-earth, western, and outdoorsy.
- Is well-educated, informed, social, professional, volunteers a lot, curious, musically gifted, active, semi-retired.
- Has had a few health challenges, is not terribly fit but working on it, survived the indigestion of a split-up (two churches), enjoys yoga and walking.
- It's been a trying time. Downsizing after COVID isolation and getting back into things, recovering from loss, becoming more accepting of life as it is.
- Favorite entertainment and news sources: NPR, PBS, FOX, Netflix, Classical music, country & camp; western, oldies, hometown sports teams, and documentaries.
- Enjoys homemade and homegrown food, lots of donuts, pizza, cake and chocolate with some healthy food and salads.

2. **The WHY of UCCPH.** At the close of 2018, the church council appointed a long-range strategic planning team. Early in 2019, two members of the team and the moderator attended a national "Partners in Building" conference from the UCC Church Loan and Building Fund. The

clearest message from that conference was that before we could do any strategic planning, the church needed to figure out our reason for being a church, in other words, our WHY. From that point, our strategic planning team took on the responsibility of developing a WHY statement that would not only identify us to ourselves but also our community at large. The process of formatting this statement included congregational meetings introducing the concept, the process we were undertaking, and the reason behind it. Following the adoption of our WHY statement, a series of small group gatherings and conversations with our ministry teams and pastor were held to explore how best UCCPH could live into our WHY. Unfortunately, the onset of the COVID pandemic halted these discussions.

The WHY Statement:

> "We exist as a church because we believe in the Good News of Jesus Christ:
> that the unconditional love of God, through the power of the Holy Spirit,
> gives meaning and purpose to our lives."

A motto we use is, "Come as you are, for you are welcome here."

Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

We have not had a fresh multi-year strategic plan. We hope to use our WHY statement to begin this process with the next pastor.

3. WHO ARE WE NOW?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

a. CONGREGATIONAL REFLECTIONS
b. 11-YEAR REPORT
c. CONGREGATIONAL DEMOGRAPHICS
d. PARTICIPATION AND STAFFING
e. CHURCH FINANACES
f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

For example, what beliefs and commitments are stated in your congregation's purpose statement or membership vows?

Our recently used **New Member vows**:
PASTOR
By your willingness to join UCC Parker Hilltop you enlarge our church and our faith. We are grateful for your presence in the life of this church. We rejoice in your pilgrimage of faith which has brought you to this time and place. We give thanks for every community of faith that has been your spiritual home, and we celebrate the faith you bring to this community.

TO NEW MEMBER/S
Do you promise to participate in the life and mission of this family of God's people, sharing regularly in the worship of God and enlisting in the work of this local church as it serves this community and the world?

PEOPLE
We welcome you with joy in the common life of this church. We promise you our friendship and prayers as we share the hopes and labors of the church of Jesus Christ. By the power of the Holy Spirit may we continue to grow together in God's knowledge and love and be witnesses of our risen Savior.

How is God most often described in worship liturgy?
God has been described in worship as Creator, God, Father, Mother, Holy Mystery, Rock, Eternal One, Jesus and Spirit.

In what ways would you describe the Holy Spirit in your midst?
We feel the Holy Spirit as soon as we walk into the building and as we warmly greet one another before the service. Our vibrant community spends time catching up and the minister often has to say "Good Morning" several times to get us to quiet down. We feel the Holy Spirit in our music, which we enjoy very much. We use a Taize style prayer time which allows the Holy Spirit to settle over us as we pray. We have time for silence to listen for God's Spirit. The Spirit leads us from worship in to our fellowship time where we continue to share our lives with one another. We leave feeling refreshed and ready to be of service in the world.

Describe several strengths or positive qualities of your congregation.

- Care and outreach to members is a strength of our congregation. Each Sunday a layperson offers the Joys and Concerns in worship and asks for others from the community. We share a lot of personal things and value these very much. We have a Meal Train for families when someone is ill or recovering from surgery. We have a Care and Nurture team that is active in congregational care.

- We may be small in number, but we are active in our caring and outreach to those in need in our community. We give food, money, and material goods to two local agencies.
- We have a Confirmation Class annually with good participation and support of the congregation.
- We have a very musically gifted congregation. Several members offer their time and talents to play the piano, organ, or song leading.

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around?

Worship takes place in the sanctuary and on Zoom. It is usually based around the Revised Common Lectionary, the Church Seasons of Advent, Epiphany, Lent, and so on, and traditional holidays. We use a mix of traditional and contemporary music. We use three different hymnals: New Century Hymnal, Worship and Rejoice, and Sing! Prayer and Praise.

What was a recent baptism like?

Our recent baptism included extended family members from all over the world on Zoom and local family members. It was a joyous occasion as this child had been born during the pandemic and the congregation was just getting to know her as the family felt comfortable to be back in person.

What are some words used to describe good preaching?

Words we use to describe good preaching are good storytelling, informed about current topics, interesting, inspiring, and relevant preaching as we strive to be faithful to God as described in our WHY statement.

Describe the educational program/faith formation vision of your church.

- **For example, how are young people in leadership***?* We refer to our youth and children as the NEXT GEN. They participate in worship by lighting candles, collecting the offering, and helping serve communion. They also serve as liturgists from time to time. NEXT GEN youth come to the front of the sanctuary for a special time with the pastor and go to a Faith Formation class after that. Our nursery is right next to the sanctuary and occasionally we have a qualified teen watch little ones.
- **NEXT GEN faith formation** classes during worship use an approved curriculum for kids ages 2-12. Class is taught by one volunteer leader who plans with the pastor.

- **Confirmation class** instruction is a combination of the UCC curriculum "AFFIRMING FAITH" and lessons created by the minister. She/he co-leads it with a layperson. Classes meet twice a month and are held yearly. They are active in local mission projects, like gleaning at La Puente, packing spices for Project Worthmore, and worship leadership during this year. Each confirmand has a mentor from the congregation assigned to them.

Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Prior to COVID our pastor led bible studies, and a movie and faith afternoon. These were well attended. Since then, and during the interim, we've only had one adult faith formation program. We used a devotional book, Seeds of Devotion, and the author, a clergy person, and our interim minister led it. Those who met got to know about each other's spiritual faith journey.

How do people form their faith over a lifetime?

Church goers form their faith through community worship, mission, and fellowship. We believe involvement in mission and outreach continues to form faith. Members bring their understanding and growth to the church life. Through church life members form networks of faith and care. Prayers are shared and members reach out with faith and support.

Describe how your congregation is organized for ministry and mission.

For example, how are teams or committees organized? When it comes to decision-making, how many hours are spent in meetings per month?

The church Council is the primary governing body, accountable directly to the membership. The Council meets monthly or more often if needed to conduct the business of the church and set goals for the congregation.

The Council reviews recommendations by the Pastor and Ministry Teams and approves all actions. Ideally, each ministry team or committee has a council liaison assigned who may or may not serve as the leader of the ministry team as the team decides.

Because of the pandemic, 2020-2021, ministry teams not only met less often, but also lost membership and leadership. The church Council met consistently on zoom for about 2 hours each month and started meeting in person in Feb. of 2022.

The Worship Team during this time changed in composition and had to change the way worship was done. This team, in its new composition, began meeting every 6 weeks in person in Sept. 2021 for about 3 hours each meeting. All other ministry teams except the Missions Team have met sporadically, on zoom or in person as needed and continue to struggle with membership and Leadership.

How are teams or committees organized?

Ministry teams may be created at the suggestion of Council and/or the Pastor to carry out specific ministries of the church. The terms of service, size of the team, and quorum or voting rights are determined by the team. Unique to ministry teams is the Nominating Team. Team members are selected and asked to serve by the church Council for a period of 3 years, renewable for one term. This team vets members for church Council, church officer positions and Pastor Parish Team.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

Crisis action had to be taken when we went into shut down in March of 2020 because of COVID. We closed the church building, figured out how to have church on Zoom, and formed a Strategic Planning Team immediately to guide us through the time we were not open.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?

Yes

Where does your church struggle for vision?

Our church struggles with vision and imagining our future about what we are called to be and become.

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and Mission Insite).

ATTACHED

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	91	No, June 2022
Number of active non-members:	25	Yes
Total of church participants (sum of the numbers above):	116	Yes

3c. CONGREGATIONAL DEMOGRAPHICS CONTINUED

Percentage of total participants who have been in the church:

		Is this number an estimate? (check if yes)
More than 10 years:	25	Yes
Less than 10, more than 5 years:	52	Yes
Less than 5 years:	23	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	*Are these numbers an estimate? (check if yes)*
7	9	4	8	12	8	12	14	29	Yes

Percentage of adults in various household types:

	%	*Is this number an estimate? (check if yes)*
Single adults under 35:	5	Yes
Households with minors:	20	Yes
Single adults age 35-65:	4	Yes
Joint households with no minors:	51	Yes
Single adults over 65:	20	Yes

Education level of adult participants by percentage:

		Is this number an estimate? (check if yes)
High school:	100	Yes
College:	80	Yes
Graduate School:	21	Yes
Specialty Training:	12	Yes
Other (please specify):		

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	48	Yes
Adults who are retired:	46	Yes
Adults who are not fully employed:	6	Yes

Describe the range of occupations of working adults in the congregation:

Professional, Management, Civil Service, Education, Finance, Self-employed, Sales, Police, Librarian, Mental Health, Craftsman, Professors

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as "diverse." Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

The congregation racially is 99% white. We have predominately Europeans. We don't have much diversity, though denominationally members have different faith backgrounds. We haven't spent a lot of time discussing diversity, but we welcome all people.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

We have not had a congregational conversation about welcoming diversity. The Moderator has a copy of the Welcoming Diversity Inventory.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? *(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)*
Adult Groups or Classes	12	Pastor
Baptisms *(number last year)*	1	Pastor
Children's Groups or Classes	10	Pastor with laypersons
Christmas Eve and Easter Worship	60-70	Pastor and musicians
Church-wide Meals	50	Ministry Teams
Choirs and Music Groups	15	Musicians
Church-based Bible Study	15	Pastor
Communion *(served how often?)*	45-60, monthly	Pastor and laypeople
Community Meals		
Confirmation *(number confirmed last year)*	6 this year	Pastor with laypersons
Drama or Dance Program		
Funerals (*number last year*)	4	Pastor and musicians
Intergenerational Groups		Ministry Teams
Outdoor Worship		Pastor
Prayer or Meditation Groups		Pastor or laypeople
Public Advocacy Work		
Retreats		Offered through La Foret-UCC Conference in Black Forest
Theology or Bible Programs in the Community	12	Book study with the Unitarian Universalist Church in Parker
Weddings (*number last year*)		
Worship (time slot: _____)10am	45-65	Pastor and musicians
Worship (time slot: _____)		

Young Adult Groups or Classes		
Youth Groups or Classes	6	Pastor with layperson
Other		

Additional comments:
Church programming has dramatically shifted over the past two years due to the Covid 19 pandemic.

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? *(3 or 4 or No)*	Ministry Setting	Type of Ministry Role	Retired? *(Y or N)*
Rev. Dr. Ralph Datema	3	Retired, Pastoral Counselor	Served on Transition Team	Y
Rev. Al Thompson	3	Retired, Parish	Serves on church council, pulpit supply 2x per year	Y
Joe Narracci	No	Retired Teacher, Chaplain at a	Served on Transition Team	Y

		Rehabilitation Center		

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: see above

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Interim Pastor	Yes, Head	Fulltime	Council	1 Year
Administrator	No	Part time	Pastor	11 months
Sound Tech	No	Sundays only	Council	6 months

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

UCCPH is a small congregation that has become smaller perhaps due to the effects of Covid, no in person service for almost two years, and the aging of the members. However, there does seem to be an upward trend in attendance.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	$136,842
Endowment Proceeds *(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)*	$0

Endowment Draw *(beyond what is permitted by spending policy, "drawing down the principal")*	$0
Fundraising Events	$1730
Gifts Designated for a Specific Purpose	$600
Grants	$0
Rentals of Church Building	$0
Rentals of Church Parsonage	$0
Support from Related Organizations *(e.g. Women's Group)*	$0
Transfers from Special Accounts	$0
Other (specify):	$0
Other (specify):	$0
TOTAL	$139, 172

Current annual expenses (dollars budgeted for most recent fiscal year):
Actual $165, 981

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.
See attached.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 63%

Has the church ever failed to pay its financial obligations to a minister of the church? No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

_X Our Church's Wider Mission (OCWM – Basic Support)
_X One Great Hour of Sharing
_X Strengthen the Church
_X Neighbors in Need
_X Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

Not budgeted in 2021. Goal $1100

What is the church's current indebtedness? No debt

Total amount of loan debt: N/A

Reason for debt:

Are capital and other payments current? N/A

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. N/A

If the church has had capital campaigns in the last ten years, describe*:*

Year(s)	Purpose	Goal	Result	Impact
2018	Well	$15,000	$15,000	Fresh water for church building
2019	Electric Sign	$34,000	$34,300	Promotes church activities and messaging to the community
2021	HVAC	$40,000	$24,000	Meets recommended Covid guidelines

If a capital campaign is underway or anticipated, describe. N/A

Year(s)	Purpose	Goal	Result	Impact
		$	$	

		$	$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. N/A
Does your church have an endowment? No

Other Assets

Reserves (savings): $6,619
+**Committed Reserve fund** $18,000
Investments (other than endowment): $0
Does your church have a parsonage*?* No

Describe all buildings owned by the church*:* Church Building and sheds

Describe non-owned buildings or space used or rented by the church: N/A

Which spaces are accessible to wheelchairs? (worship space, pulpit, fellowship space, facilities, etc.)
All spaces with the exceptions of pulpit and choir loft are wheelchair accessible.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

This year, the Covenant Commitment campaign (the Stewardship campaign) stressed the need for the congregation to increase its giving. They had a specific ask, and there was a good effort response, but we feel the congregation is maxed out on giving. We've had several fundraisers in order to cover the difference in budget. In reflection on our church finances, we have decided to offer a ¾ time position for our new settled pastor.

For example, when was a time the church made a major budget change?
After our last annual meeting in January 2022, we recognized that there was going to be a shortfall in revenue v expenditures/budget. After taking suggestions from our congregation, the Council and Financial teams reconvened and cut budget line items and reduced others where we were able. Doing this has enabled us to be on track for 2022 without a noticeable loss of services. For example, we reduced our cleaning service from every week to every other week and keep up with the maintenance of things on our own.

How is the budgeting process done? What new ministry initiative has your church financed?

Our budgeting process gets started in October when the Financial Planning Team meets to review the actual expenditures and revenue since January 1 for the current year. Projected expenses for November and December are made at this time and the congregation is kept informed of any potential deficit or surplus to close out the year and meet all expenditures.

At the same time the Financial Planning Team estimates a possible budget based upon the current year figures for the upcoming fiscal year. This considers all fixed expenses which comprise approximately 85% of the budget. In order to have a projected balanced budget, the remaining 15% is the only place where the projected budget can be adjusted.

Once the Council decides to present the proposed new budget to the congregation in January, the actual revenue and expenditures for the previous year are reported and any revisions are discussed. If the congregation chooses to accept the proposed budget, additional fund raising is used to try to offset actual expenditures.

What new ministry initiative has your church financed? N/A

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation.

1. Split and reunification - 2007-2013
2. Retirement of the Pastor - 2021
3. Surviving Covid - 2020-2022

Add the most important event in the life of your church in the past 10 years.

The two churches coming back together to form UCC Parker Hilltop in 2013.

Describe a specific change your church has managed in the recent past.

Over these last two years, there have been many changes. One specific change was managing Covid. These are some steps we took when Covid first shut down everything in March 2020. All these changes have come in the last two and a half years.

a. Closing the Sanctuary
b. Transition to Zoom

c. Learning to manage Zoom
d. Maintaining members during Zoom
e. Retirement of Pastor Tracey Dawson
f. Finding and hiring the Interim Pastor
g. Returning to outdoor in-person worship
h. Moving worship indoors to the Callahan Hall
i. HVAC system funding and installation
j. Moved into the Sanctuary for worship
k. Integrating Zoom with in-Person worship

The Covid 19 pandemic changed everything about church life. In person worship and meetings had to become virtual. Our church was slow to adapt to better technology to make the necessary changes for an improved virtual worship experience.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement…." Describe your congregation's values and practices when it comes to conflict.

Does your church have policies, protocols, or structures for dealing with conflict?
Yes, and a Pastor Parish team. We have a harassment policy as well.

For example, what is an example of a recent conflict and something your congregation learned from it?
As reflected in churches across the nation, within our state, and within our conference, there was disagreement about how church should be done during COVID. Our own Strategic Planning Team did not entirely agree about when to return to in-person worship. With guidelines developed and instituted by the SPT, the church had its first in-person service outdoors on August 29, 2021, and a few weeks later, inside the church.

Describe an occasion when your church experienced conflict without being able to resolve it well.
In June of 2021, a long-time church member was sanctioned by the Council for wrongful allegations, language, and demeanor. The sanction included no holding positions of leadership for one year. This member met with the Interim Pastor, appeared before council, apologized, and the sanction was lifted by the Council effective November 2021.

Ministerial History ***(include all previous ministerial staff for the past 30 years)***

See attached list

The history of pastors for the last 30 years at UCC Parker Hilltop church that officially started in 1962

UCC Parker Hilltop emerged from Parker and Hilltop Congregations together in 2013

2021-present	Olive Hinnant	Interim - current
2013-2021	Tracey Dawson	8 years Retired

PARKER UCC 2008

2012-2013	Lee Berg	Interim
2010-2012	Malcolm Himshoot	
2007-2010	Sue Gardener	

Hilltop UCC:

2004-2013	Jim Reid	9 years then was ***asked to resign***
2004	Sue Gardner	Interim 1 year
2002-2004	Linda Downey	2 years – then was ***asked to resign***
1999-2002	Nick Natelli	3 years
1997-1999	Ralph Datema	Interim
1992- 1997	Robert L. Oram	Started as interim – then stayed for 5 years – left for health matters
1990-1991	Judith Clausen	2 years

1989	Gary Sprunger	1 year ***asked to resign***
1988-1989	Jim White	Interim
1988	Dorothy Slater	Interim
1981-1987	Herbert Perry	6 years
1980-1981	James Kirk	Interim
1970-1980	William Davis	10 years
1963-1969	Irl Whitchurch	6 years
1960-1963	Charles Wooten	3 years

Staff member's name	Years of service	UCC Standing *(Y/N)*

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Reviewing these past thirty-plus years, we have learned and relearned the importance of healthy relationships with ministers. We stress that with our pastors and retired pastors, as well as our congregation. We have learned to appreciate the gifts both pastors and parishioners bring to UCCPH. We have benefited from the pastoral leadership of our ministers. If things were not working as expected, we have been intentional in our deliberations to terminate a contract. We have learned that clarity about roles and expectations is necessary for successful collaboration.

Has any past leader left under pressure or by involuntary termination?

Yes

Has your church been involved in a Situational Support Consultation?

Yes

Has a past pastor been the subject of a Fitness Review while at your church?

No

4. WHO IS OUR NEIGHBOR?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

For example, which service activities has your church participated in this past year?

One of our members started **The Spice Project** this year to help refugees cook comfort food with flavors they know. In support of the Yu Meh Food Share Program at Project Worthmore (PW projectworthmore.org), we provide culturally-relevant spices once a month. Funded by donations, The Spice Project buys spices in such as cumin and turmeric in bulk. UCCPH volunteers package the spices in labeled zip bags that are delivered to PW to be included in the PW food share program. This program provides fresh produce and other staples to about 170 refugee families. The Spice Project received a Rocky Mountain Conference in the MUD grant of $1,000 this year to buy spices and supplies.

The Parker Task Force is a Human Services agency dedicated to providing individuals and families with food and financial assistance. We hold food drives for them and give financially too.

The Help and Hope Center is located in Castle Rock, and we support them with contributions of food, and Christmas gifts for families. They provide support for clients who need food and clothes through their thrift store.

La Puente, Spanish for "the bridge" is a mission in Alamosa CO that we support. They serve Colorado's San Luis Valley by providing food, shelter, and advocacy for the homeless and community members in crisis. A group of confirmands, parents and members went to glean potatoes and carrots there this fall, and we have, on occasion, had church trips there. During the year we collect boxes of egg cartons for their egg distribution. We also send hygiene kits and toiletries.

Where has the church participated in global connections of care and justice?

Common Hope is a nonprofit organization "fighting poverty with diplomas in Guatemala." We are sponsoring a young woman in Antigua, Guatemala, during her high school years through a committed fund. Two of our members have been on a trip with Common Hope and have met our student.

International Rescue Committee in Denver The Mission team joined up with five other UCC churches in the Metro Denver Association to sponsor Afghan refugees. UCCPH gave donations to establish a household for a family

What is currently transformational in your church's engagement with neighbors near or far?

We believe we are moving toward telling the larger community that we are Open and Affirming and a safe place for people in the GLBTQA+ community.

We sponsor two roads at the intersection where UCCPH is located and do a highway cleanup twice a year. There is a sign posted by the county showing the church's endeavor to clean up the roads.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

Our lay leaders serve on association and conference committees in addition to attending association and conference wide events. One of our lay leaders is the Moderator of the Southeast Association. She is also a delegate to the UCC General Synod in 2023. Another one of our members serves on the newly formed RMC committee on ministry. In the past, members have attended camps at the Rocky Mountain Conference Retreat Center called La Foret. Our youth attend the summer camps at La Foret.

Recently, the Mission team voted to send $200 from the committed fund to the UCC Hurricane Ian Relief fund, and on the occasion of other such national or international needs.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

X Accessible to All (A2A)
__ Creation Justice
__ Economic Justice
__ Faithful and Welcoming
__ God Is Still Speaking (GISS)
__ Border and Immigrant Justice
__ Inter-cultural/Multi-racial (I'M)
__ Just Peace
__ Global Mission Church
X Open and Affirming (ONA)
__ Other UCC designations:
__ Designations from other denominations
__ WISE Congregation for Mental Health
__ None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

We are actively living into our Accessible to All covenant we made six years ago. We remodeled four bathrooms for accessibility, added a chair lift between the sanctuary and fellowship hall, put in wheelchair/walker access from the lower parking lot, and chairs and cushions are available in the sanctuary. Except for the altar and pulpit area, and the choir loft, we are fully mobility accessible. We offer large print bulletins, audio headsets and require all person to use a microphone in worship service. We welcome and include persons with mental impairment or learning differences in our church life, Senior empowerment, dietary restrictions, and support of persons living with dementia and Alzheimer's. We are grateful for the gifts of each person in their varying abilities.

We have a rainbow sign on our website and let other know we are ONA. We are talking about our ONA designation more actively since our PRIDE banner was stolen. This discussion has involved deciding what we are willing to put on our digital sign, and whether we will put up a new banner. We believe we are moving toward telling the larger community that we are ONA and a safe place for people in the GLBTQA+ community.

We are interested in the WISE designation. Our church recently had Rev. Amy Petre Hill preach and teach us about becoming a WISE congregation. She is a mental health and inclusion minister in the Metro Denver Association of the Rocky Mountain Conference. We hope our next minister can help us further this conversation.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

We held a weekly spiritual book group with the local Unitarian Universalist Church for two months. We held a joint worship service with the UU Church in July of 2022.
We joined with other congregations at an outdoor prayer service in response to the Ukraine war.
We have held joint Thanksgiving services with Joy Lutheran church in Parker.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

In worship and service as well as our meetings we engage in all of these.

Our Mission

• We know that God loves all people unconditionally

• We experience Holy Spirit joy in worship and in service to others

• We feel included and affirmed in church community and life no matter who we are or where we are on our journey of faith

• We invite questions of God, the Bible, and the Church

• We seek through Jesus Christ to do justice, love kindness, and be a part of something greater than ourselves

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

Our pastors have taken it upon themselves to be active in the Southeast Association and the Rocky Mountain Conference. With congregational support, they reach out to the community when opportunities arise.

4b. MISSION InSite

Comment on your congregation's Mission Insite report with data for your neighborhood(s) or area. What trends and opportunities are shown?
Increased population provides added opportunity for church growth.

How do your congregation's internal demographics compare or contrast to

a) the neighborhoods adjacent to your church
Our church reflects both rural and suburban neighbors who live near us. We are a predominantly white congregation in a predominantly white area.

b) other neighborhoods with which your church connects?
Most of our members come from 10-20 miles around us, which includes both rural and town communities.

How are the demographics of the community currently shaping ministry, or not?

Our local population has multiplied many times over. Our congregational membership has not.

What do you hear when you talk to community leaders and ask them what your church is known for?

We do not have any information from elected community leaders.

What do new people in the church say when asked what got them involved?

Three new couples and four children joined the church on June 26, 2022. In the new members class, each of the members identified pretty much the same reason for getting involved in the church.

A gay couple with twin 6th grade girls saw our digital sign with the rainbow flag last fall and started attending. They moved to Parker recently and were looking for a place to belong that welcomed them. They appreciate the size and friendliness of members here. They were married at the end of August, and we had a potluck celebration for them. They have quickly become involved here.

Another couple with two teenagers saw the Pride flag on our website. They came and liked the family feeling and acceptance for their daughter. Their 13-year-old daughter just came out and they were looking for a welcoming church. Previously they had been in a conservative church and were looking for a place where it is okay to ask questions and develop their spiritual life. The family has quickly become active in the church life.

The third couple are retired and live in the community. They came to the church the Sunday before COVID hit. They came back on the Sunday the church opened up for in-person worship which they preferred to Zoom. They liked the size and friendliness of the congregation. They wanted a welcoming church where they could worship and find fellowship with like-minded people. Their adult daughter is gay, and she and her son attend occasionally.

5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Rev. Roger Butts, Contract Minister at Prairie Unitarian Universalist Church in Parker CO
719-433-3135, rogerbutts80905@gmail.com, a clergy friend of the congregation

REFERENCE 2

Kim Larson / Volunteer Coordinator / Help and Hope Center
303-688-1114 ext 13/ kim@helpandhopecenter.org / We provide money, food and other things to support their mission of dedicated to providing assistance to people in Douglas and Elbert counties in serious need.

REFERENCE 3

Lance Cheslock / Executive Director/ La Puente
719-589-5909 /administration@lapuente.net / Mission outreach Partner
Letter will be attached.

PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.
Describe some areas for improvement in this church’s ministry.
Describe a significant experience you have had of this church’s ministry.
Anything else you wish to share.

6. CLOSING THOUGHTS

a. CLOSING PRAYER
b. STATEMENT OF CONSENT
c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you… a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

This Word Cloud was developed from frequently used words and phrases during member feedback sessions approximately four years ago. We use it on our newsletter and signage around the building. Some have it on a T-shirt. The larger the word or phrase, the more often it was used during the feedback sessions. This collection of words shows what members find valuable and meaningful at our church.

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*
   Transition Team created the Church profile then sent to Council and congregation for approval. Treasurer, Moderator, and Church Council contributed.
   This was approved by Council on September 26, 2022.
2. Additional comments for interpreting the profile:

Signed: ____Jan Narracci_____
Name / Title / Date: __Dec. 5, 2022_____

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.
Staff Comment:

To the best of my knowledge, ministerial history information is complete.
Staff Comment:
To the best of my knowledge, available church financial information is presented thoroughly.
Staff Comment:

My signature below attests to the above three items.

Signature: _____ Erin Gilmore _____
Date:___12/5/2022_____
Name / Title:___Erin Gilmore/Associate Conference Minister

Email:____erin@rmcucc.org_____
Phone:_____801-694-6300_____

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22

UNITED CHURCH OF CHRIST

Help & Hope For Our Neighbors In Need

September 19, 2022

United Church of Christ Parker Hilltop
I 0926 Democrat Road
Parker, CO 80134

To Whom it May Concern:

Help & Hope Center is a non-profit whose mission is to meet the immediate needs of residents of Douglas and Elbert counties who are in financial distress and at risk of becoming homeless. The Center was established in 1984 and offers food and emergency financial assistance to families in need in our community. Services provided to clients include food, toiletries, clothing, household items, utility assistance, rent assistance, emergency overnight lodging, ID documentation, and birthday and Christmas gifts for children.

We provide this information about Help & Hope Center only to give you context. We would never be able to serve all those in need in our community were it not for the support of generous partners such as United Church of Christ Parker Hilltop (UCCPH).

Members of this congregation have supported our agency in many ways, including donating their time and talents volunteering in our food pantry and thrift store. Our dedicated volunteers allowed us to assist over 20,000 people last year. For the past four years, we have been able to distribute hygiene bags that were lovingly assembled by UCCPH members. Our clients were thrilled to receive these bags, as toiletry items are always needed but are often in short supply. Church members have also collected school supplies and filled backpacks for the past three years in order to ensure that our students heading back to school are adequately prepared to learn. Finally, the parishioners of UCCPH have supported our "Santa's Sharing" program for many years by donating new toys for our Christmas shop. Our clients are invited to select new Christmas gifts for their children in our store that is set up each year solely to meet this need.

Our experience with UCCPH and their ministry has been nothing but positive. As such, we are unable to comment on areas of needed improvement. We are extremely grateful for the selfless compassion and support UCCPH has given Help & Hope Center and the clients we serve. Should you have any questions or concerns, or require additional information, please don't hesitate to contact us. It is our pleasure to recommend United Church of Christ Parker Hilltop.

Sincerely,

Jenny Follmer

Jenny Follmer
Deputy Director

8/22/2022

Attn: Gus Burkard
United Church of Christ Parker Hilltop
10926 Democrat Rd.
Parker, CO 80134

Dear Gus and Fellow Transition Team Members:

It is my pleasure to be writing this letter of reference to help in your search for a pastor. I'd like to start off by saying that my experience with UCC Parker Hilltop began on June 3, 1989 when Jean Serer showed up in Alamosa with a truck load of items for donation. Since that day, the church has remained an ongoing partner and is the longest participating church in the work of our mission, supporting us as we grow in our scope of work to serve the community.

I personally have always felt a church that is truly alive is reflective of gospel values and at the same time takes the values into action in the work around them. UCC Parker Hilltop has exemplified this in my eyes. From their help with our gleaning project, to service trips, providing hygiene kits, answering the call for other miscellaneous material needs, or offering monetary gifts, the people of UCC Parker Hilltop have remained in touch and generous over the years.

Several congregation members have also presented at the church to share stories of our work and use such stories to cultivate and foster a sense of compassion in our world.

Like every church in this day and age, UCC Parker Hilltop yearns for younger Christian families to enroll and take up the ranks of supporting the needs of the church's ministry. I can say that I would never fault the church for its struggles to do so as these difficulties are found throughout all communities these days.

However, anyone who is lucky enough to find UCC Parker Hilltop will find a family-oriented church that studies the word of God and does not stop there. They are a church that values mission and loving their neighbor.

I am happy you asked me to write a letter sharing the strengths of our mission partnership, and I look forward to meeting the lucky person who comes on board as your pastor!

Blessings,

Lance Cheslock
Executive Director
La Puente Home, Inc.

Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." 1 Peter 4:10

Reverend Roger Butts
Contract Minister, Prairie UU Church Parker, Colorado

124 Eclipse Drive, Colorado Springs 80905 August 30, 2022

Search Committee
To whom it may concern,

My name is Roger Butts. I am currently serving as a contract minister for Prairie Unitarian Universalist Church in Parker. I write to recommend to you UCC Parker Hilltop with enthusiasm.

When I first became a minister in Parker, I decided that I would go and meet the transitional minister, Olive Hinnant. I wanted to do this early in my ministry. Parker is growing and changing, but it can be a bit on the traditional/conservative side. So I wanted to make friends with a progressive congregation in town. I am so glad I did.

Over the last couple of years, Pastor Olive has been providing Parker Hilltop with a great sense of mission and vision. Prior to Olive's ministry, they had a strong minister for 8 years. That ministry reunited two UCC congregations and put them in a trajectory of not just surviving but starting the journey towards flourishing.

I know this congregation, primarily, in three ways. First, I was invited to do a weekly discussion/ small group based on writings I covered in a book I wrote in 2021. The small group met for a number of months and was steadfast in participation. They showed up in powerful ways, discussing from their heart serious and important matters around their faith journeys. I think the next settled minister would have a ripe opportunity for small group ministry.

Second, in Summer 2022, our congregations worshipped together. It was a rich and meaningful service. The fellowship committee went way out and made an amazing brunch. It is a church that loves to be together and to build relationships. You'll be fed well, pastor!

Third, in the Spring of 2022, Pastor Olive and I noticed that there were unfortunate trends in the local school district. These trends are not unique to Parker. Diversity and inclusion and justice were at stake, and our most vulnerable students were at risk. Our congregations, joined by a large United Methodist Church, put together a community forum on why we as people of faith are called to be in solidarity with our at-risk students. It was a good start and a good forum.

Now, the two congregations are embarking on an Autumn 2022 joint book group on Essential Spirituality and How Democracies Die. I believe Parker is ready for leadership that will unite an ecumenical and interfaith community in service of the common good. Now that the two formerly split UCC congregations are back in one building, I believe they are in a good position to be more and more active in the broader community.

I do not know quite enough to say confidently what the growing edges at Parker Hilltop may be. My guess is that they are going to explore in the next few years what it means to be in covenantal

relationship with one another, allowing diversity of thought without rancor. I believe they are journeying towards beloved community inside their walls and outside. It takes time and effort and a lot of grace. They are ready to take that journey I believe.

Let me say one more thing about the generosity of spirit at Parker Hilltop. We at Prairie UU do not have a building. Never have, not in 20 years. We meet in a library. Sometimes it is difficult for me to find a space to hold office hours. Pastor Olive and the congregation offered me a space to hold office hours, whenever I might need such a space. It speaks volumes about who they are.

I recommend without hesitation the good church in Parker, Colorado called UCC Parker Hilltop. It is in the Denver suburbs and growing. Denver is a hotspot for cultural creatives. Down the road, less than an hour away is the growing city of Colorado Springs, which also is attracting numerous creatives. And of course, there are mountains and hiking and skiing and wildflowers in this great state. And no humidity. Well, I go on too long.

If you feel a call to usher in a new mission and vision with the good folks at Parker Hilltop, I urge you to join in with them. They are good people, ready for a good leader.

Blessings and in faith, hope, and love,

Roger Butts
719-433-3135
Do not hesitate to contact me.

The QuickInsite Report

Prepared for: Local Church Ministries of the Natl Office UCC (United Church of Christ)
Study area: Geography: Zip Codes - 80134 (CO)

Base State: CO
Current Year Estimate: 2021
5 Year Projection: 2026
10 Year Forecast: 2031
Date: 6/29/2022
Semi-Annual Projection: Summer

About the QuickIInsite Report

The QuickInsite report is designed to provide a quick look at a geography defined by a user. It provides an initial impression of a study area through a set of 12 demographic variables, the top 10 Mosaic Segments and 5 Religious Beliefs and Practices derived from the Simmons National Consumer research data.

NOTE: Not all of the demographic variables available in the MI System are found in this report. The FullInsite or ExecutiveInsite Reports will give a more comprehensive view of an area's demographics and ViewPoint a fuller view of its beliefs and practices.

Two Sections

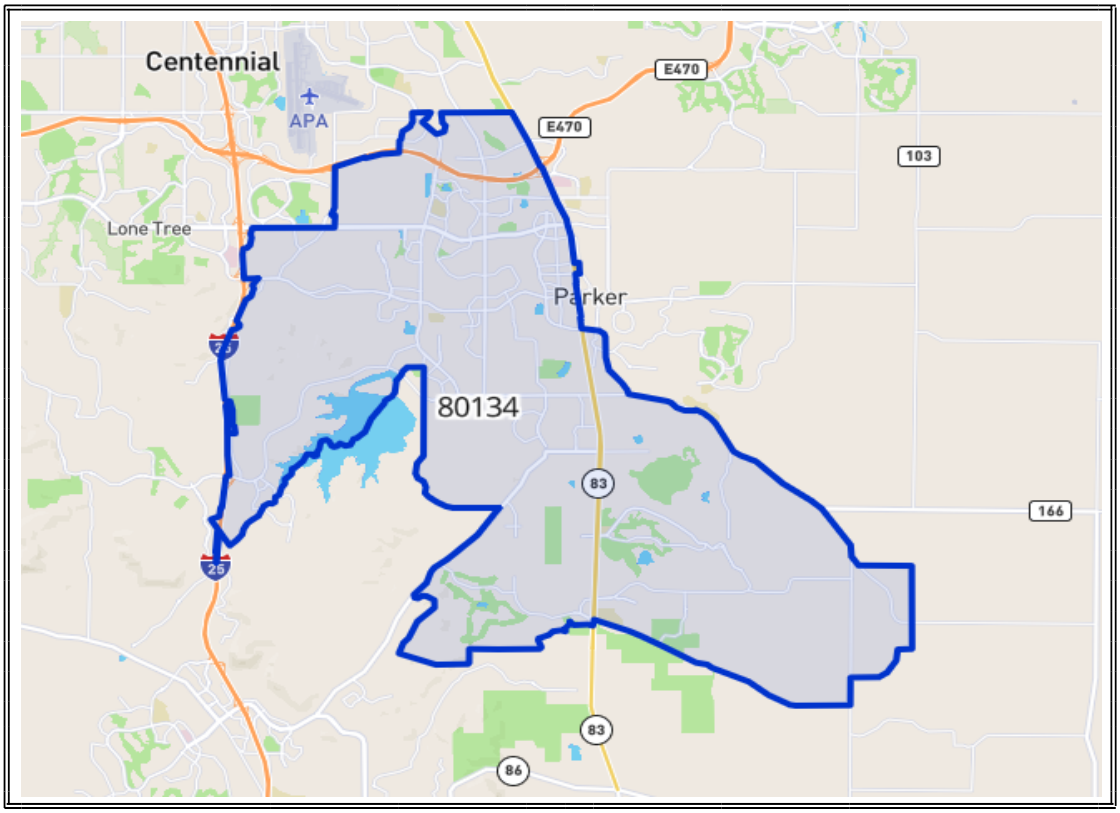
Two reports are provided on the following pages.

- The StoryView Report presents 9 demographic indicators of your study area.

- The ThemeView Report presents greater detail about those 10 indicators but organized around themes.

For more information on interpreting the various data on this report, please refer to the Supporting Information on the final page.

THE STUDY AREA



More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

StoryView

Significant Demographic Indicators of the Study Area's Story

1	**Population Change** In the 10 year future, how is this area expected to change? (See Population and Families Theme)	Significant Decline	Moderate Decline	Little Change	Moderate Growth	**Significant Growth**
2	**School Age Change** In the 10 year future, how is the population of school age children in this area expected to change? (See Age Theme)	Significant Decline	Moderate Decline	**Little Change**	Moderate Increase	Significant Increase
3	**Families with Children** Compared to the state, are families with children more or less likely to live in two parent households? (See Population and Families Theme)	Significantly Less	Somewhat Less	**About the Same**	Somewhat More	Significantly More
4	**Adult Educational Attainment** For this area, what is the general level of education of the adults 25 and older? (See Education and Career Status Theme)	Very Low	Low	Mixed	High	**Very High**
5	**Community Diversity Index** How diverse is the racial/ethnic mix of this area? (See Community Diversity Theme)	Very Homogeneous	**Homgeneous**	Moderately Diverse	Very Diverse	Extremely Diverse
6	**Median Family Income** How does the median family income compare to the state for this area? (See Financial Resources Theme)	Significantly Less	Somewhat Less	About the Same	**Somewhat Greater**	Significantly Greater
7	**Poverty** Compared to the state, is the number of families in poverty above or below the state average? (See Financial Resources Theme)	**Significantly Below**	Somewhat Below	About the Same	Somewhat Above	Significantly Above
8	**Blue to White Collar Occupations** On a continuum between blue collar and white collar occupations, where does this area fall? (See Education and Career Status Theme)	Very Blue Collar	Somewhat Blue	Closely Split	**Somewhat White**	Very White Collar
9	**Largest Racial/Ethnic Group** In this area, which racial/ethnic group is the largest percentage of the population? (See Community Diversity Theme)	Asian (NH)	Black/Afri American (NH)	**White (NH)**	Hispanic or Latino	Pac Is/Amer Ind/Other

ThemeView

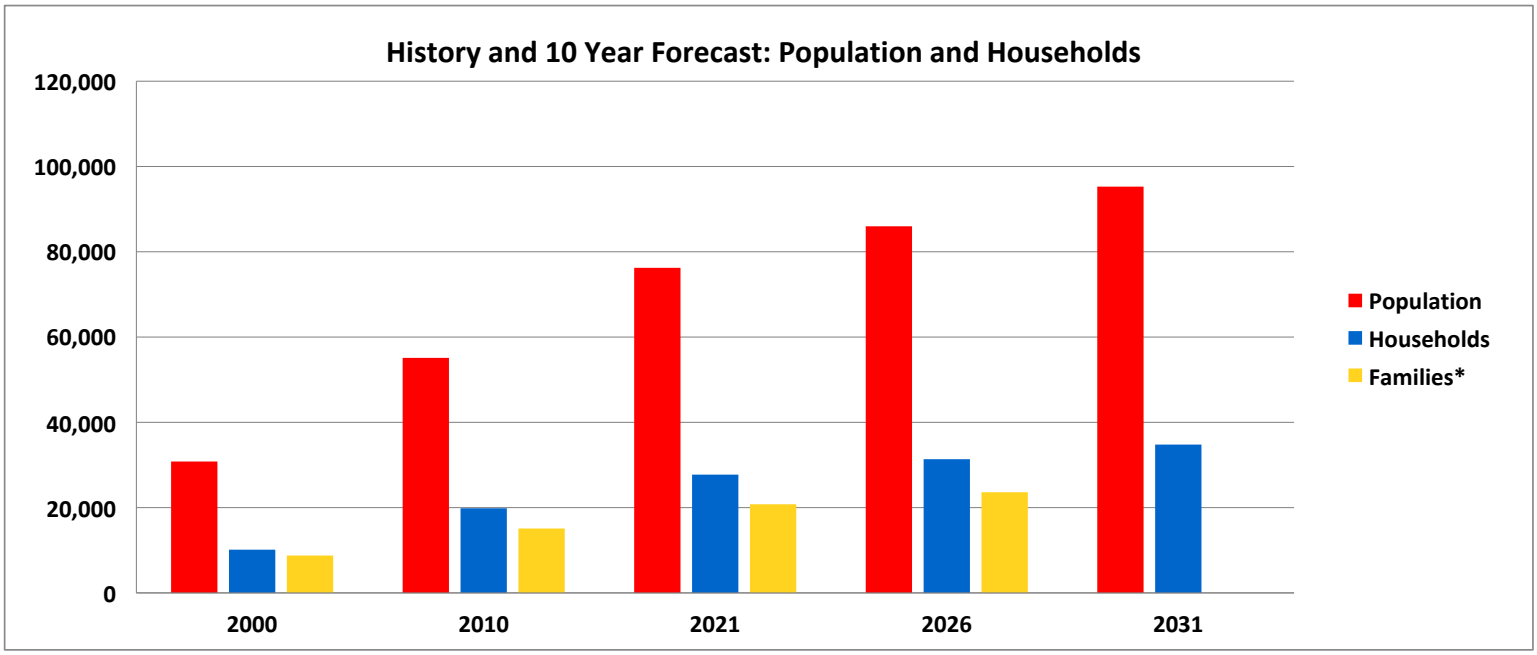
Demographic Descriptions of the Study Area

Study area: Geography: Zip Codes - 80134 (CO) Date: 6/29/2022

Population and Households Theme

Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time. In addition, future population is forecasted looking out 10 years.

Population and Household History with 5 and 10 Year Projected Change

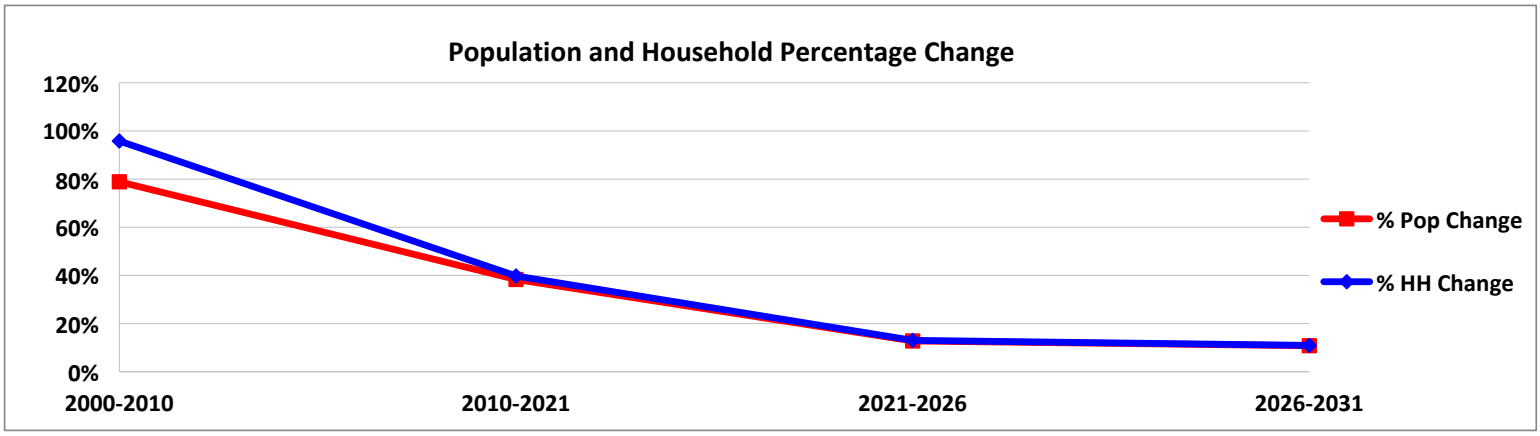


NOTE: Family Household data is not projected out 10 years.

Population, Households & Families	2000	2010	2021	2026	2031
Population	30,813	55,117	76,236	85,978	95,276
Population Change		24,304	21,119	9,742	9,298
Percent Change		78.9%	38.3%	12.8%	10.8%
Households	10,135	19,845	27,737	31,354	34,785
Households Change		9,710	7,892	3,617	3,431
Percent Change		95.8%	39.8%	13.0%	10.9%
Population / Households	3.04	2.78	2.75	2.74	2.74
Population / Households Change		-0.26	-0.03	-0.01	-0.00
Percent Change		-8.6%	-1.0%	-0.2%	-0.1%
Family Households	8,769	15,102	20,786	23,613	
Family Households Change		6,333	5,684	2,827	
Percent Change		72.2%	37.6%	13.6%	

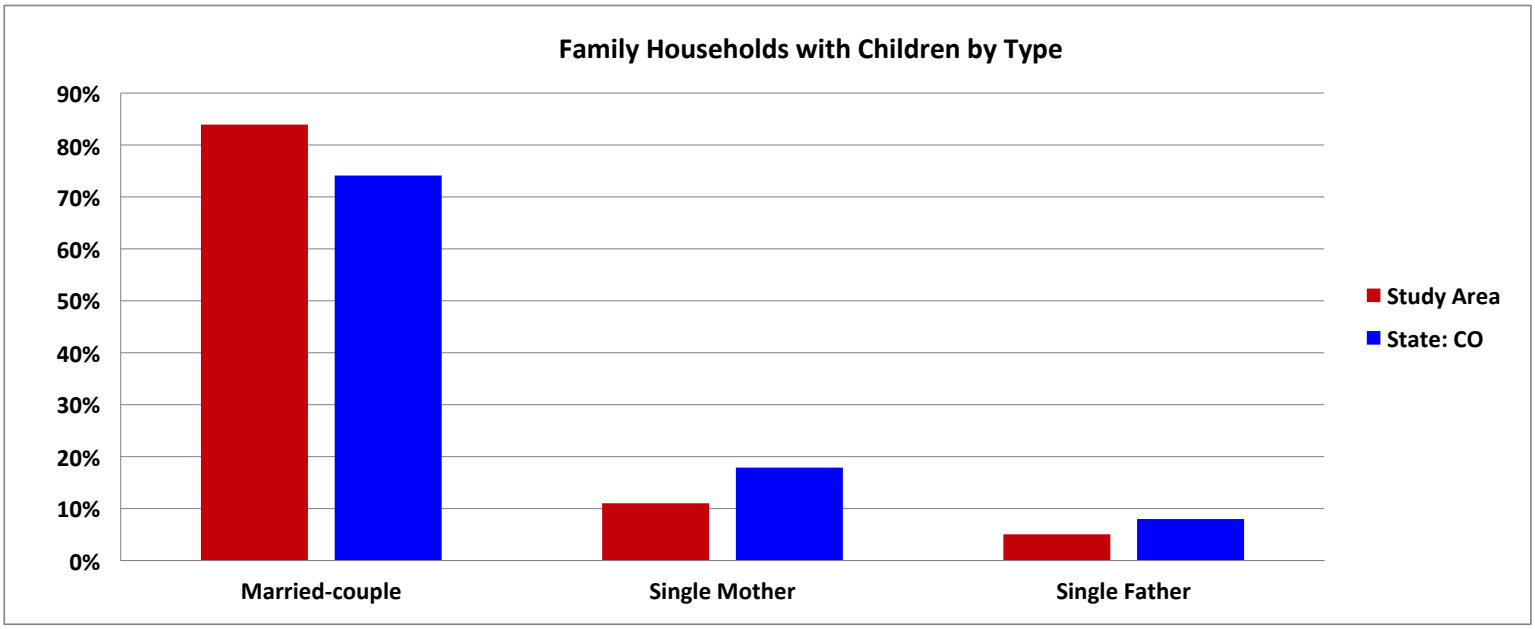
Population and Households Theme

Population and Household History with 5 and 10 Year Projected Percentage Change



Family Households

Family households with children are changing. The traditional married couple structure is evolving into many different family expressions in which children are being raised. These data provide an insight into the family structures within the study area and then compares them to the state.



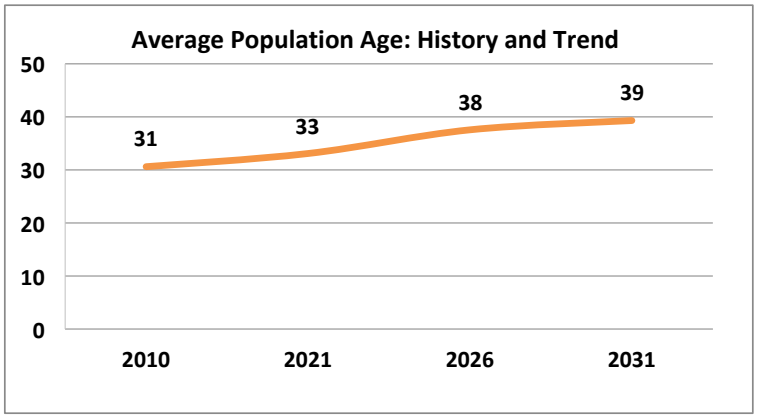
This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

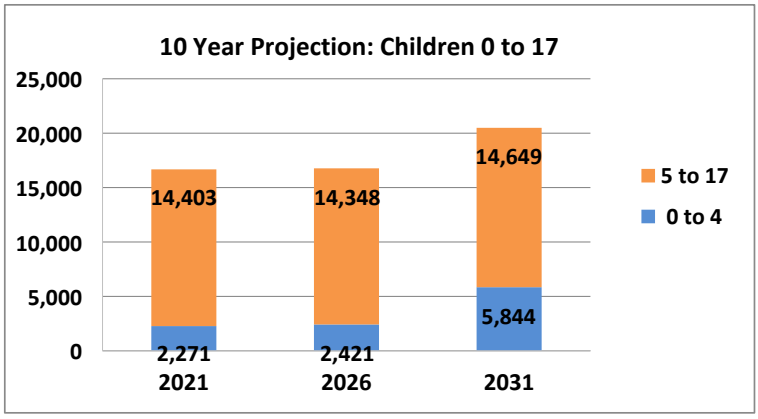
Households with Children	Actual Hhlds by Year			2010 to 2026 Change	Percent of all Hhlds by Year			2010 to 2026 % Change
	2010	2021	2026		2010%	2021%	2026%	
Family: Married-couple	7,257	9,208	10,236	2,979	82.0%	83.9%	83.7%	1.8%
Family: Single Mother	1,057	1,210	1,372	315	11.9%	11.0%	11.2%	-0.7%
Family: Single Father	538	554	616	78	6.1%	5.0%	5.0%	-1.0%
Total:	**8,852**	**10,972**	**12,224**	**3,372**	**100.0%**	**100.0%**	**100.0%**	

Age Theme

10 Year Average Age and Children 0 to 17 Trends

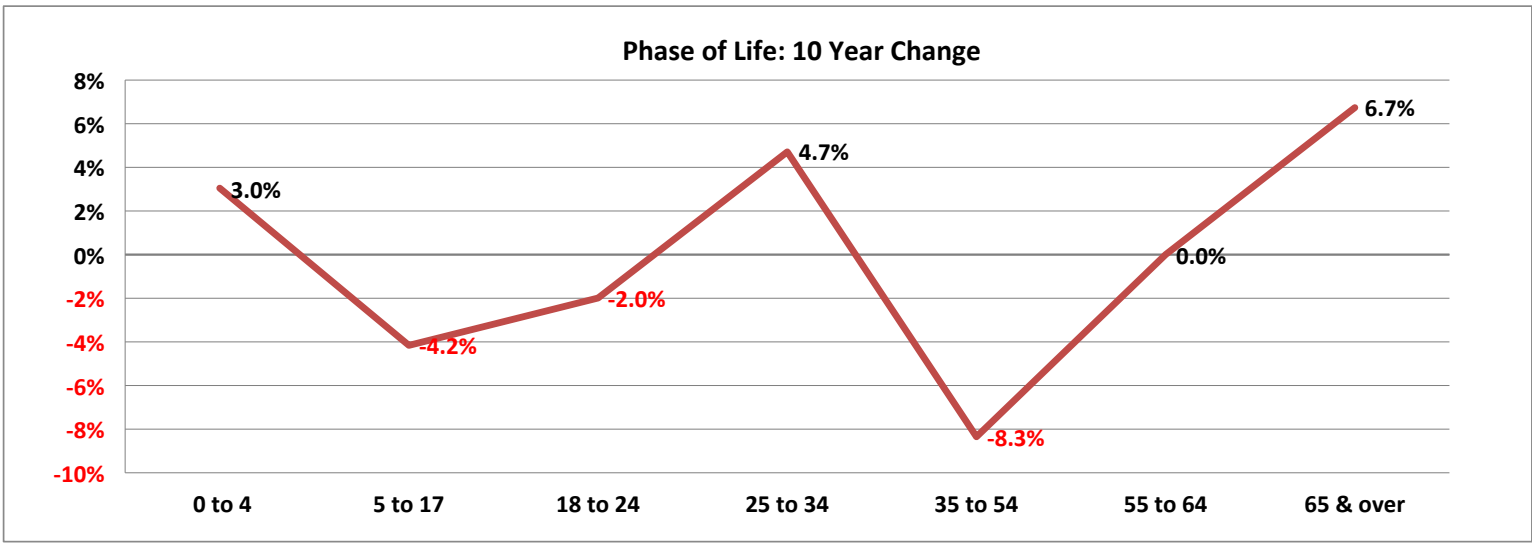
The age history and forecast reflect changes in a community. For example, two demographic trends currently in play are the aging of the Baby Boom generation and the decline in live births in the late 20th and 21st centuries.





Phase of Life

The Phase of Life 10 Year Change graph highlights life phases that will increase or decrease as a percentage of the total population in the forecasted 10 year future.



Phase of Life presents how a community changes and people age through their various life phases.

Phase of Life	Actual Population by Year & Phase				Percent of Pop by Year & Phase			
	2010	2021	2026	2031	2010%	2021%	2026%	2031%
Before Formal Schooling: 0 to 4	4,396	2,271	2,421	5,844	8.0%	3.1%	2.9%	6.1%
Required Formal Schooling: 5 to 17	12,539	14,403	14,348	14,649	22.8%	19.5%	17.2%	15.3%
College/Career Starts: 18 to 24	3,103	8,609	9,428	9,231	5.6%	11.7%	11.3%	9.7%
Singles & Young Families: 25 to 34	7,367	7,582	11,666	14,297	13.4%	10.3%	14.0%	15.0%
Families & Empty Nesters: 35 to 54	18,928	21,010	19,403	19,191	34.3%	28.5%	23.3%	20.1%
Enrichment Yrs Singles/Cpls: 55 to 64	5,638	10,716	12,607	13,856	10.2%	14.5%	15.1%	14.5%
Retirement Opportunities: 65 & over	3,145	9,239	13,546	18,375	5.7%	12.5%	16.2%	19.3%
Total:	**55,116**	**73,830**	**83,419**	**95,443**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

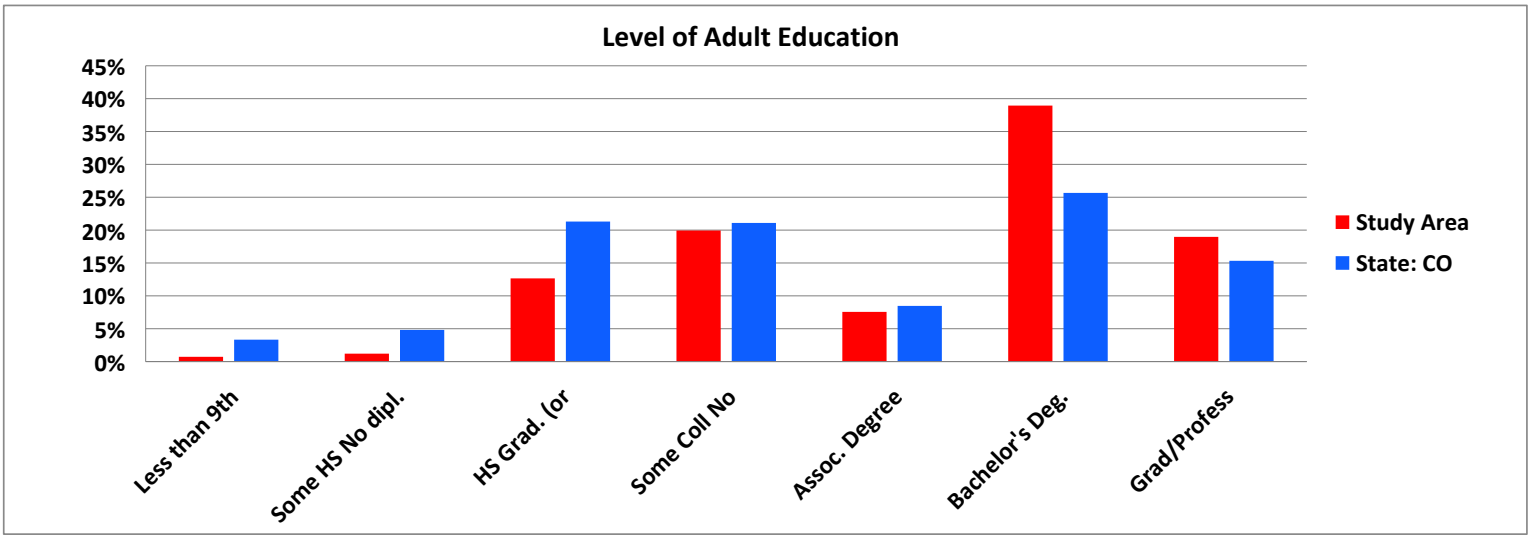
Education and Career Status Theme

The Education/Career Status theme portrays the level of education and the career types by the categories of Blue Collar and White Collar in the study area.

Adult Educational Attainment

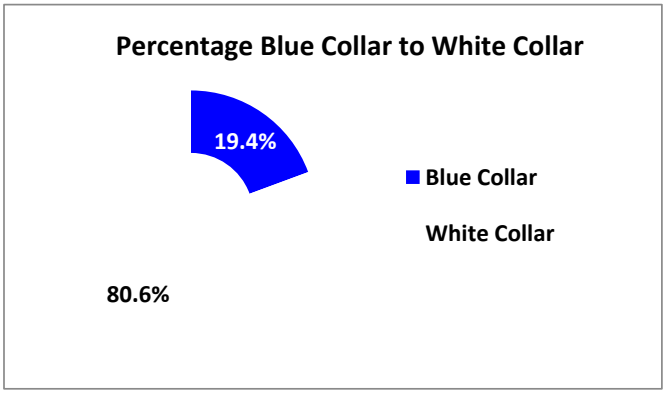
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

Adult Educational Attainment Compared to the State of CO



Education Level of Adults 18 Years and Older	Actual Hhlds by Year 2021	2026	2021 to 2026 Change	Percent of all Hhlds by Year 2021%	2026%	2021 to 2026 % Change
Less than 9th Grade	352	407	55	0.7%	0.7%	0.0%
Some High School, No diploma	585	684	99	1.2%	1.2%	0.0%
High School Graduate (or GED)	6,144	6,979	835	12.7%	12.2%	-0.5%
Some College, No degree	9,679	11,226	1,547	19.9%	19.6%	-0.3%
Associate Degree	3,670	4,366	696	7.6%	7.6%	0.1%
Bachelor's Degree	18,906	22,498	3,592	38.9%	39.3%	0.4%
Graduate or Professional school degree	9,210	11,064	1,854	19.0%	19.3%	0.4%
Total:	**48,546**	**57,224**	**8,678**	**100.0%**	**100.0%**	

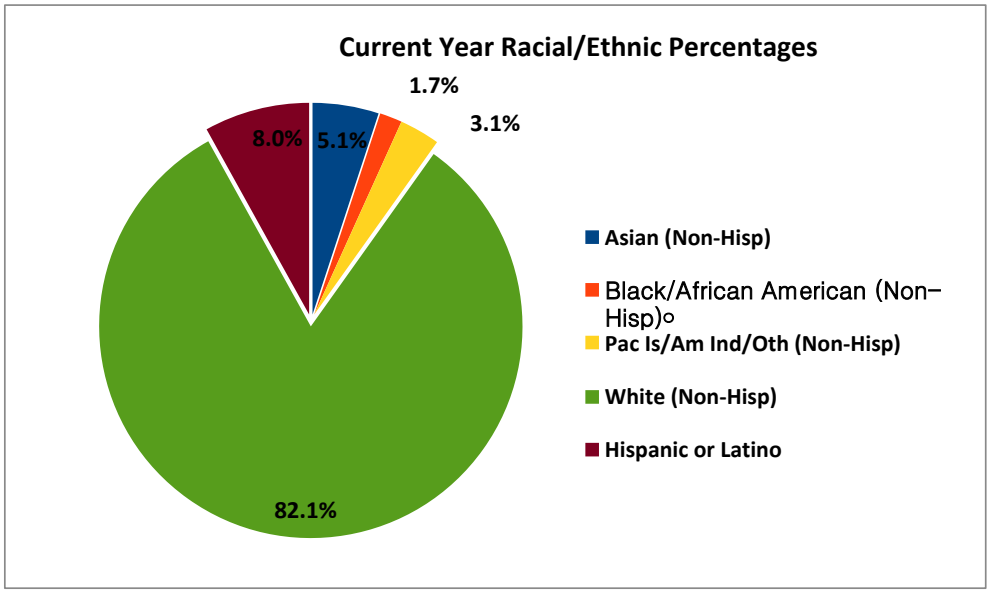
Career Types: Blue Collar and White Collar



Community Diversity Theme

The diversity of a community is shaped by the racial/ethnicity of the people who reside in it as well as people's age, income and education.

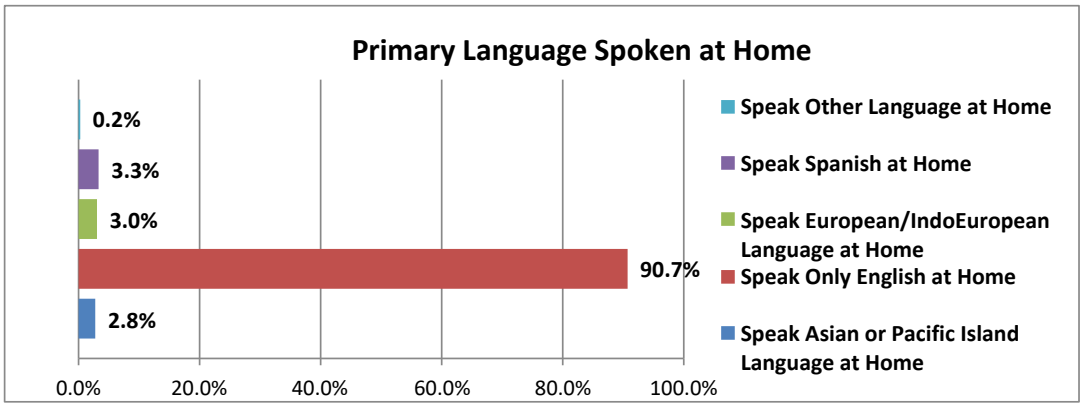
Study Area Racial and Ethnic Diversity



NOTE: Race and ethnicity breakouts are based upon Census Bureau categories. Only those groups for which the Bureau provides extended detail can be reported.

Race and Ethnic History and Trends

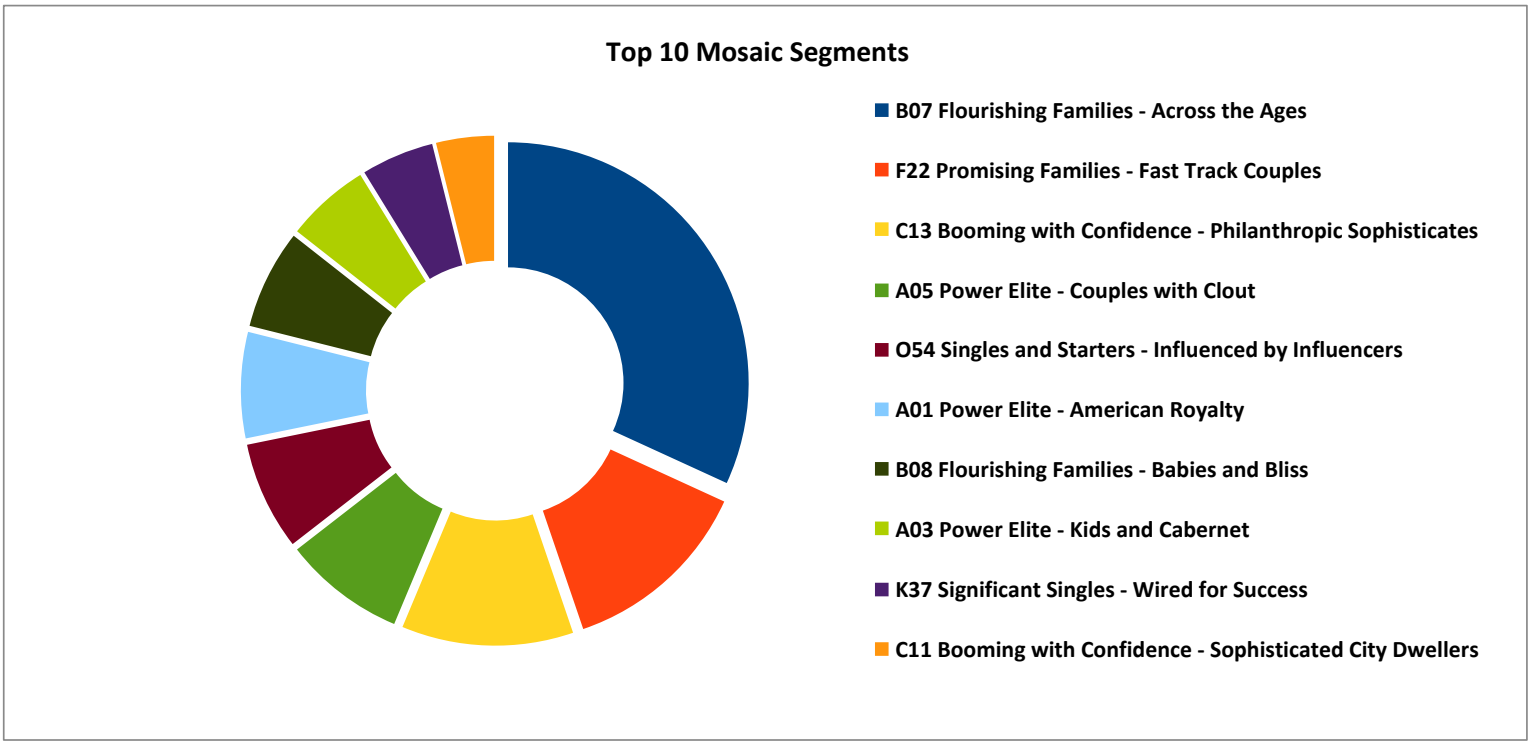
Racial/Ethnicity by Year	Actual Population by Year			2010 to 2026 Change	Percent of all Pop by Year			2010 to 2026 % Change
	2010	2021	2026		2010%	2021%	2026%	
Asian (Non-Hisp)	1,955	3,852	4,789	2,834	3.5%	5.1%	5.6%	2.0%
Black/African American (Non-Hisp)	750	1,303	1,523	773	1.4%	1.7%	1.8%	0.4%
White (Non-Hisp)	46,778	62,587	69,972	23,194	84.9%	82.1%	81.4%	-3.5%
Hispanic or Latino	4,207	6,136	6,972	2,765	7.6%	8.0%	8.1%	0.5%
Pac Is/Am Ind/Oth (Non-Hisp)	1,427	2,357	2,722	1,295	2.6%	3.1%	3.2%	0.6%
Total:	**55,117**	**76,235**	**85,978**	**30,861**	**100.0%**	**100.0%**	**100.0%**	



Community Diversity Theme

Mosaic Lifestyle Segmentation Types

Mosaic Lifestyle Types provides insight into the behaviors, attitudes and preferences of the households within the Study Area. The result is a fuller multidimensional understanding of a community, neighborhood, zip code or other geography.



Mosaic	Study Area		State		Comparative Index
B07 Flourishing Families - Across the Ages	6,767	24.4%	92,964	4.0%	603
F22 Promising Families - Fast Track Couples	2,748	9.9%	120,653	5.3%	189
C13 Booming with Confidence - Philanthropic Sophisticates	2,454	8.8%	119,822	5.2%	170
A05 Power Elite - Couples with Clout	1,741	6.3%	44,353	1.9%	325
O54 Singles and Starters - Influenced by Influencers	1,550	5.6%	139,618	6.1%	92
A01 Power Elite - American Royalty	1,512	5.5%	53,888	2.3%	232
B08 Flourishing Families - Babies and Bliss	1,421	5.1%	34,940	1.5%	337
A03 Power Elite - Kids and Cabernet	1,198	4.3%	22,210	1.0%	447
K37 Significant Singles - Wired for Success	1,038	3.7%	45,969	2.0%	187
C11 Booming with Confidence - Sophisticated City Dwellers	826	3.0%	85,054	3.7%	80
	21,255		**759,471**		

Learn about your Mosaic Households

To access Mosaic Portrait data click on:

Mosaic USA E-Handbook by Experian (To open in a new Tab hold Control key when you click on the link)

Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

How to Read and Understand a Mosaic Portrait - Video

Understanding Mosaic Portraits for Mission Planning - Video

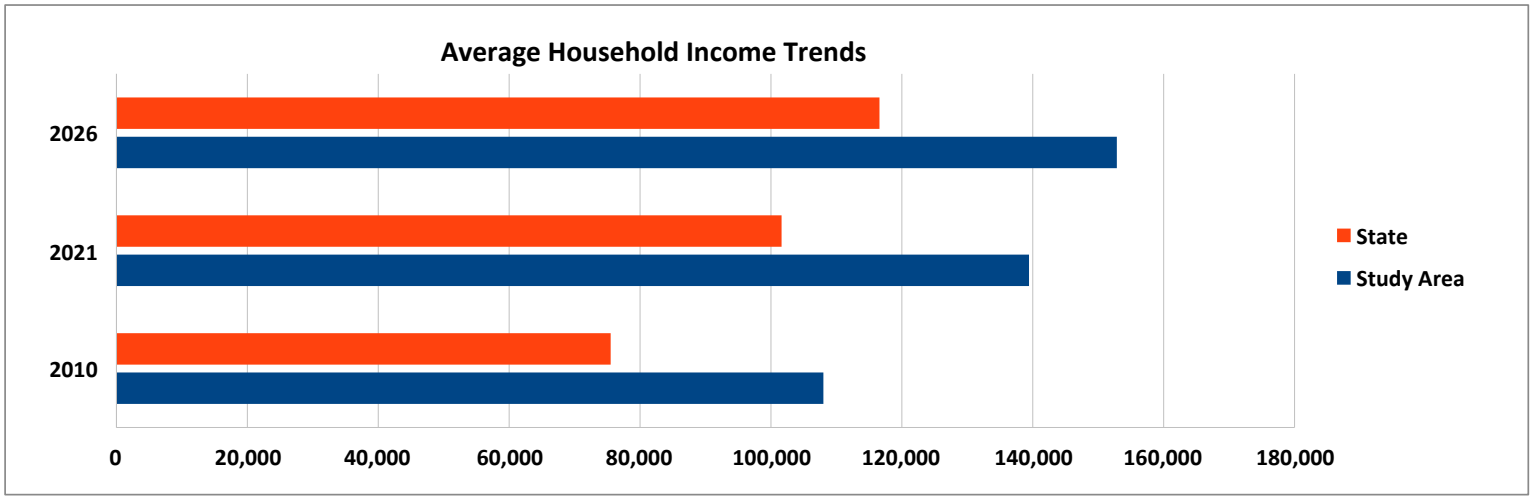
Faith based clients: To access the Mosaic application guide click on:

Mission Impact Mosaic Application Guide by Bandy (To open in a new Tab hold Control key when you click on the link)

Financial Resources Theme

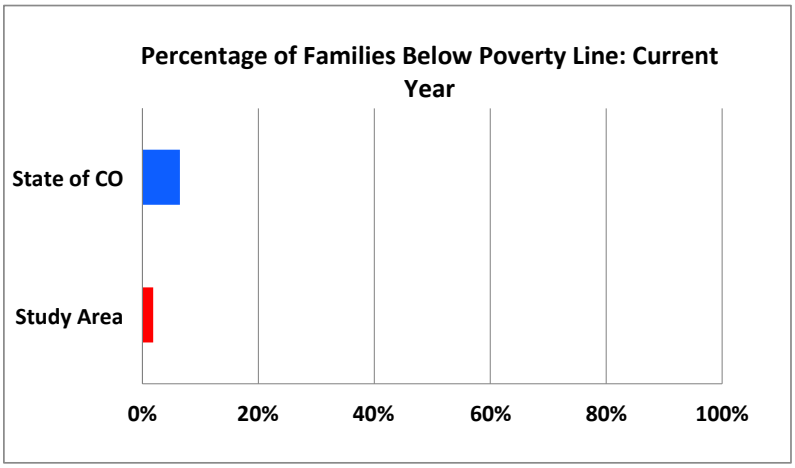
Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

Household Income



Income Trends: Households and Families	2010	2021	2026	2010 to 2026 Change
Average Household Income	108,011	139,427	152,846	44,836
Median Household Income	93,483	118,417	129,714	36,231
Per Capita Income	38,889	50,728	55,739	16850
Median Family Income		132,807	132,670	137

Poverty



Poverty Level	Pop	Area % Pop	CO % Pop
Above poverty level	20,400	98.1%	93.5%
Below poverty level	386	1.9%	6.5%
	20,786	**100.0%**	**100.0%**

Supporting Information

Correlating the StoryView and DetailView Reports

The Detail View Report presents the important demographic detail behind the Demographic Indicators found on the QuickView page. It is organized around six themes.

DetailView Themes	StoryView Number	DetailView Themes	StoryView Number
1. Population, Households & Families	1 & 3	4. Community Diversity	5 & 9
2. Age	2	5. Financial Resources	6 & 7
3. Education/Career Status	4 & 8		

Interpreting the Report

The QuickInsite report is formatted to help you interpret data at a glance.

Change over time: Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

Color Coding: Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily spot any change and the direction of that change.

Change:	Increasing	Stable	Declining
Index:	Above Ave	Ave	Below Ave.

Indexes: Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

- Indexes of 100 mean the study area variable is the same as its base area.
- Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.
- Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your study area on the MissionInsite website.

Support

If you need support with this report, please email MissionInsite at misupport@missioninsite.com.

Click to download the QuickInsite Worksheet. To open it in a new tab, press Ctrl when you click.

Budget 2022

January - December 2022

	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Total			Notes		Notes
													TOTAL	Budget	% of Budget			
Revenue																		
GENERAL FUND													0.00					
4030 Offerings - Projected a/o 2/1/22	11,678.00	9,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	**120,678.00**			Predicted Revenue		
Grocery Card			400.00			400.00			400.00			400.00	**1,600.00**					
Kroger - King Soopers																		
Safeway																		
Total Grocery Card	**$ 0.00**	**$ 0.00**	**$ 400.00**	**$ 0.00**	**$ 0.00**	**$ 400.00**	**$ 0.00**	**$ 0.00**	**$ 400.00**	**$ 0.00**	**$ 0.00**	**$ 400.00**	**1,600.00**					
Interest Income	0.05	0.05	0.06		0.10	0.06	0.05	0.06	0.05	0.05	0.06	0.06	**0.65**					
Total GENERAL FUND	**$ 11,678.05**	**$ 9,000.05**	**$ 10,400.06**	**$ 10,000.00**	**$ 10,000.10**	**$ 10,400.06**	**$ 10,000.05**	**$ 10,000.06**	**$ 10,400.05**	**$ 10,000.05**	**$ 10,000.06**	**$ 10,400.06**	**122,278.65**					
Total Revenue	**$ 11,678.05**	**$ 9,000.05**	**$ 10,400.06**	**$ 10,000.00**	**$ 10,000.10**	**$ 10,400.06**	**$ 10,000.05**	**$ 10,000.06**	**$ 10,400.05**	**$ 10,000.05**	**$ 10,000.06**	**$ 10,400.06**	**122,278.65**					
Gross Profit	**$ 11,678.05**	**$ 9,000.05**	**$ 10,400.06**	**$ 10,000.00**	**$ 10,000.10**	**$ 10,400.06**	**$ 10,000.05**	**$ 10,000.06**	**$ 10,400.05**	**$ 10,000.05**	**$ 10,000.06**	**$ 10,400.06**	**122,278.65**					
Expenditures																		
ADMINISTRATION													0.00					
Bank Fees													0.00					
1st Bank Fees	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	204.00					
Vanco - Direct Giving Fees	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	360.00					
Total Bank Fees	**$ 47.00**	**$ 47.00**	**$ 47.00**	**$ 47.00**	**$ 47.00**	**$ 47.00**	**$ 47.00**	**$ 47.00**	**$ 47.00**	**$ 47.00**	**$ 47.00**	**$ 47.00**	**$ 564.00**					
Copier	258.00	258.00	350.00	283.00	258.00	300.00	258.00	258.00	258.00	259.00	290.00	290.00	3,320.00			deferred		
Licenses & Permits			10.00	75.00				400.00		345.00			830.00					
New Member Supplies			50.00				50.00				50.00		150.00					
Office Supplies	50.00			50.00			50.00		50.00		50.00		250.00					
Postage	50.00			50.00			50.00			50.00		50.00	250.00					
Upper Room Devotionals													0.00			-126.5		
Website Expense	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	420.00					
Total ADMINISTRATION	**$ 440.00**	**$ 340.00**	**$ 492.00**	**$ 540.00**	**$ 340.00**	**$ 382.00**	**$ 490.00**	**$ 740.00**	**$ 390.00**	**$ 736.00**	**$ 472.00**	**$ 422.00**	**$ 5,784.00**					
BUILDING MAINTENANCE													0.00					
Cleaning Supplies & Equip.-CleanPro	585.00	295.00	295.00	295.00	295.00	295.00	295.00	295.00	295.00	295.00	295.00	295.00	3,830.00			contract review-Jan		565 service
Repairs		150.00		150.00		150.00		150.00		150.00	150.00	150.00	1,050.00					
Total BUILDING MAINTENANCE	**$ 585.00**	**$ 445.00**	**$ 295.00**	**$ 445.00**	**$ 295.00**	**$ 445.00**	**$ 295.00**	**$ 445.00**	**$ 295.00**	**$ 445.00**	**$ 445.00**	**$ 999.00**	**$ 5,434.00**					
BUILDING OPERATIONS													0.00					
Black Hills Energy	22.25	23.00	23.00	23.00	23.00	23.00	23.00	23.00	23.00	23.00	23.00	23.00	275.25			watch		
CenturyLink Phone and Internet	112.00	112.00	112.00										336.00					
IREA	575.00	700.00	400.00	200.00	200.00	150.00	150.00	150.00	150.00	250.00	350.00	350.00	3,625.00			watch		Should go d
Property & Liability Insurance	2,300.00			2,300.00			2,300.00			2,300.00			9,200.00					
Snow Removal	680.00	680.00	340.00	340.00							350.00	680.00	3,070.00					
Trash Removal													0.00			-450		
Zoom SKYPE Teleconference										549.90			549.90					
Total BUILDING OPERATIONS	**$ 3,689.25**	**$ 1,515.00**	**$ 875.00**	**$ 2,863.00**	**$ 223.00**	**$ 173.00**	**$ 2,473.00**	**$ 173.00**	**$ 173.00**	**$ 3,122.90**	**$ 723.00**	**$ 1,053.00**	**$ 17,056.15**					
CONFERENCE OBLIGATIONS													0.00					
Friends of the Conference													0.00					
Rocky Mountain Conference-Per Capita		1,200.00											1,200.00			Based on what?		
Southeastern Association						200.00							200.00					
Total CONFERENCE OBLIGATIONS	**$ 0.00**	**$ 1,200.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 200.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 1,400.00**					
In Person Services Transition													0.00					
Internet	120.00	120.00	120.00	120.00	120.00	120.00	120.00	120.00	120.00	120.00	120.00	120.00	1,440.00					
Total In Person Services Transition	**$ 120.00**	**$ 120.00**	**$ 120.00**	**$ 120.00**	**$ 120.00**	**$ 120.00**	**$ 120.00**	**$ 120.00**	**$ 120.00**	**$ 120.00**	**$ 120.00**	**$ 120.00**	**$ 1,440.00**					
MISC. BUDGETED EXPENSE																		
Pulpit Supply	150.00		200.00		200.00		200.00		200.00		200.00		1,150.00					
Reserve Fund	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	3,600.00					increased 1

Total MISC. BUDGETED EXPENSE	**$ 450.00**	**$ 300.00**	**$ 500.00**	**$ 300.00**	**$ 500.00**	**$ 300.00**	**$ 500.00**	**$ 300.00**	**$ 500.00**	**$ 300.00**	**$ 500.00**	**$ 300.00**	**$ 4,750.00**					
PERSONNEL													0.00					
Minister													0.00					
Minister - Social Security Tax	395.00	395.00	395.00	395.00	395.00	395.00	395.00	395.00	395.00	395.00	395.00	395.00	4,740.00					
Minister -Health Insurance	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	2,400.00					
Minister-Housing Allowance	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	30,000.00					
Minister-Life & Disability Ins.	70.00	70.00	70.00	70.00	70.00	70.00	70.00	70.00	70.00	70.00	70.00	70.00	840.00					
Minister-Pension Plan	654.00	654.00	654.00	654.00	654.00	654.00	654.00	654.00	654.00	654.00	654.00	654.00	7,848.00					
Minister-Reimbursable													0.00					
Minister-Books													0.00					
Minister-Discretionary													0.00					
Minister-Education	85.00	85.00	85.00	85.00	85.00	85.00	85.00	85.00	85.00	85.00	85.00	85.00	1,020.00					
Minister-Entertaining													0.00					
Minister-Professional	125.00	125.00	125.00	125.00	125.00	125.00	125.00	125.00	125.00	125.00	125.00	125.00	1,500.00					
Minister-Retreat													0.00					
Minister-Supplies													0.00					
Minister-Telecom													0.00					
Total Minister-Reimbursable	**$ 210.00**	**$ 210.00**	**$ 210.00**	**$ 210.00**	**$ 210.00**	**$ 210.00**	**$ 210.00**	**$ 210.00**	**$ 210.00**	**$ 210.00**	**$ 210.00**	**$ 210.00**	**$ 2,520.00**					
Minister-Salary	2,167.00	2,167.00	2,167.00	2,167.00	2,167.00	2,167.00	2,167.00	2,167.00	2,167.00	2,167.00	2,167.00	2,167.00	26,004.00					
Minister-Health Spending	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	1,200.00					
Minister-Travel/Tolls/Vehicle	115.00	115.00	115.00	115.00	115.00	115.00	115.00	115.00	115.00	115.00	115.00	115.00	1,380.00					
Total Minister-Salary	**$ 2,382.00**	**$ 2,382.00**	**$ 2,382.00**	**$ 2,382.00**	**$ 2,382.00**	**$ 2,382.00**	**$ 2,382.00**	**$ 2,382.00**	**$ 2,382.00**	**$ 2,382.00**	**$ 2,382.00**	**$ 2,382.00**	**28,584.00**					
Total Minister	**$ 6,411.00**	**$ 6,411.00**	**$ 6,411.00**	**$ 6,411.00**	**$ 6,411.00**	**$ 6,411.00**	**$ 6,411.00**	**$ 6,411.00**	**$ 6,411.00**	**$ 6,411.00**	**$ 6,411.00**	**$ 6,411.00**	**76,932.00**					
Staff Expense													0.00					
Administrative Assistant													0.00					
Wages	1,430.00	715.00	715.00	715.00	715.00	715.00	715.00	715.00	715.00	715.00	715.00	715.00	9,295.00			halved (10 hr/wk)		
Total Administrative Assistant	**$ 1,430.00**	**$ 715.00**	**$ 715.00**	**$ 715.00**	**$ 715.00**	**$ 715.00**	**$ 715.00**	**$ 715.00**	**$ 715.00**	**$ 715.00**	**$ 715.00**	**$ 715.00**	**9,295.00**					
Music Director	700.00		300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	3,700.00			-4400		
Custodian													0.00					
Employer Paid FICA-MED	330.00	330.00	330.00	330.00	330.00	330.00	330.00	330.00	330.00	330.00	330.00	330.00	3,960.00					
Media Director - Digital Worship Designer	300.00		300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	3,300.00			-300		500 - Katie -
Media Director - Tech Director	300.00		300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	3,300.00			-300		500 - Katie -
Musicians													0.00			-3575		Start Payme
Youth Directors													0.00					
Total Staff Expense	**$ 3,060.00**	**$ 1,045.00**	**$ 1,945.00**	**$ 1,945.00**	**$ 1,945.00**	**$ 1,945.00**	**$ 1,945.00**	**$ 1,945.00**	**$ 1,945.00**	**$ 1,945.00**	**$ 1,945.00**	**$ 1,945.00**	23,555.00					
Workmen's Comp	350.00			350.00			350.00			350.00			1,400.00					
Total PERSONNEL	**$ 9,821.00**	**$ 7,456.00**	**$ 8,356.00**	**$ 8,706.00**	**$ 8,356.00**	**$ 8,356.00**	**$ 8,706.00**	**$ 8,356.00**	**$ 8,356.00**	**$ 8,706.00**	**$ 8,356.00**	**$ 8,356.00**	**101,887.00**					
PROFESSIONAL FEES													0.00					
Accounting	650.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	3,950.00			-3850		
Total PROFESSIONAL FEES	**$ 650.00**	**$ 300.00**	**$ 300.00**	**$ 300.00**	**$ 300.00**	**$ 300.00**	**$ 300.00**	**$ 300.00**	**$ 300.00**	**$ 300.00**	**$ 300.00**	**$ 300.00**	**3,950.00**					
TEAMS													0.00					
Christian Education - Youth and Adults													0.00					
Fellowship							20.00		20.00		20.00		60.00					
Film Series													0.00					
Missions Expense	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	1,200.00					
Music (Supplies)													0.00					
Social - Care and Nurture - Misc.				20.00			20.00			20.00		40.00	100.00					
Worship	50.00				50.00					50.00		50.00	200.00					Covers Fune
Total TEAMS	**$ 150.00**	**$ 100.00**	**$ 100.00**	**$ 120.00**	**$ 150.00**	**$ 100.00**	**$ 140.00**	**$ 100.00**	**$ 120.00**	**$ 170.00**	**$ 120.00**	**$ 190.00**	**1,560.00**					
Total Expenditures	**$ 15,905.25**	**$ 11,776.00**	**$ 11,038.00**	**$ 13,394.00**	**$ 10,284.00**	**$ 10,376.00**	**$ 13,024.00**	**$ 10,534.00**	**$ 10,254.00**	**$ 13,899.90**	**$ 11,036.00**	**$ 11,740.00**	**$ 143,261.15**					
Net Operating Revenue	**-$ 4,227.20**	**-$ 2,775.95**	**-$ 637.94**	**-$ 3,394.00**	**-$ 283.90**	**$ 24.06**	**-$ 3,023.95**	**-$ 533.94**	**$ 146.05**	**-$ 3,899.85**	**-$ 1,035.94**	**-$ 1,339.94**	**-$ 20,982.50**					
Net Revenue	**-$ 4,227.20**	**-$ 2,775.95**	**-$ 637.94**	**-$ 3,394.00**	**-$ 283.90**	**$ 24.06**	**-$ 3,023.95**	**-$ 533.94**	**$ 146.05**	**-$ 3,899.85**	**-$ 1,035.94**	**-$ 1,339.94**	**-$ 20,982.50**					

Hilltop United Church of Christ
Budget 2022
January - December 2022

	Jan-22				Feb-22				Mar-22				Apr-22				May-22				Jun-22				Jul-22				Aug-22				Sep-22				Oct-22				Nov-22				Dec-22	Total		Run Rate Through Nov	Notes
		Budget	over Budget	% of Budget		Budget	over Budget	% of Budget		Budget	over Budget	% of Budget		Budget	over Budget	% of Budget		Budget	over Budget	% of Budget		Budget	over Budget	% of Budget		Budget	over Budget	% of Budget		Budget	over Budget	% of Budget		Budget	over Budget	% of Budget		Budget	over Budget	% of Budget		Budget	over Budget	% of Budget		Budget	over Budget	% of Budget		
Revenue																																															
GENERAL FUND			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00			
4030 Offerings	14,700.00	12,000.00	2,700.00	122.50%	13,500.00	12,000.00	1,500.00	112.50%	14,000.00	12,000.00	2,000.00	116.67%	16,000.00	12,000.00	4,000.00	133.33%	8,000.00	12,000.00	-4,000.00	66.67%	9,500.00	12,000.00	-2,500.00	79.17%	13,000.00	12,000.00	1,000.00	108.33%	8,500.00	12,000.00	-3,500.00	70.83%	10,000.00	12,000.00	-2,000.00	83.33%	13,000.00	12,000.00	1,000.00	108.33%	10,000.00	12,000.00	-2,000.00	83.33%	10,000.00	**140,200.00**	132,000.00	106.21%	129303	Add 10K
Grocery Card			0.00				0.00		400.00		400.00				0.00				0.00		400.00		400.00				0.00				0.00				0.00				0.00				0.00				400.00	**1,600.00**	0.00		1600	
Kroger - King Soopers		0.00	0.00			0.00	0.00																																								
Safeway		0.00	0.00			0.00	0.00																																								
Total Grocery Card	$ 0.00	$ 0.00	$ 0.00		$ 0.00	$ 0.00	$ 0.00		$ 400.00	$ 0.00	$ 400.00		$ 0.00	$ 0.00	$ 0.00		$ 0.00	$ 0.00	$ 0.00		$ 400.00	$ 0.00	$ 400.00		$ 0.00	$ 0.00	$ 0.00		$ 0.00	$ 0.00	$ 0.00		$ 400.00	$ 0.00	$ 400.00		$ 0.00	$ 0.00	$ 0.00		$ 0.00	$ 0.00	$ 0.00		$ 400.00	$ 1,600.00	$ 0.00			
Interest Income			0.00				0.05				0.06				0.00		0.10		0.00				0.06				0.05				0.05				0.05				0.05				0.05				0.06	**0.65**	0.00			
Total GENERAL FUND	$ 14,700.05	$ 12,000.00	$ 2,700.05	122.50%	$ 13,500.05	$ 12,000.00	$ 1,500.05	112.50%	$ 14,400.06	$ 12,000.00	$ 2,400.06	120.00%	$ 16,000.00	$ 12,000.00	$ 4,000.00	133.33%	$ 8,000.10	$ 12,000.00	$ -3,999.90	66.67%	$ 9,900.06	$ 12,000.00	$ -2,099.94	82.50%	$ 13,000.05	$ 12,000.00	$ 1,000.05	108.33%	$ 8,500.05	$ 12,000.00	$ -3,499.94	70.83%	$ 10,400.05	$ 12,000.00	$ -1,599.95	86.67%	$ 13,000.05	$ 12,000.00	$ 1,000.05	108.33%	$ 10,400.06	$ 12,000.00	$ -1,599.94	86.67%	$ 10,400.06	**$ 141,800.65**	**$ 132,000.00**	**107.42%**		
Total Revenue	$ 14,700.05	$ 12,000.00	$ 2,700.05	122.50%	$ 13,500.05	$ 12,000.00	$ 1,500.05	112.50%	$ 14,400.06	$ 12,000.00	$ 2,400.06	120.00%	$ 16,000.00	$ 12,000.00	$ 4,000.00	133.33%	$ 8,000.10	$ 12,000.00	$ -3,999.90	66.67%	$ 9,900.06	$ 12,000.00	$ -2,099.94	82.50%	$ 13,000.05	$ 12,000.00	$ 1,000.05	108.33%	$ 8,500.05	$ 12,000.00	$ -3,499.94	70.83%	$ 10,400.05	$ 12,000.00	$ -1,599.95	86.67%	$ 13,000.05	$ 12,000.00	$ 1,000.05	108.33%	$ 10,400.06	$ 12,000.00	$ -1,599.94	86.67%	$ 10,400.06	$ 141,800.65	$ 132,000.00	107.42%		
Gross Profit	$ 14,700.05	$ 12,000.00	$ 2,700.05	122.50%	$ 13,500.05	$ 12,000.00	$ 1,500.05	112.50%	$ 14,400.06	$ 12,000.00	$ 2,400.06	120.00%	$ 16,000.00	$ 12,000.00	$ 4,000.00	133.33%	$ 8,000.10	$ 12,000.00	$ -3,999.90	66.67%	$ 9,900.06	$ 12,000.00	$ -2,099.94	82.50%	$ 13,000.05	$ 12,000.00	$ 1,000.05	108.33%	$ 8,500.05	$ 12,000.00	$ -3,499.94	70.83%	$ 10,400.05	$ 12,000.00	$ -1,599.95	86.67%	$ 13,000.05	$ 12,000.00	$ 1,000.05	108.33%	$ 10,400.06	$ 12,000.00	$ -1,599.94	86.67%	$ 10,400.06	$ 141,800.65	$ 132,000.00	107.42%		
Expenditures																																															
ADMINISTRATION			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00			
Bank Fees			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00			
1st Bank Fees	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	17.00	204.00	187.00	109.09%		
Venco - Direct Giving Fees	30.00	30.00	0.00	100.00%	30.00	30.00	0.00	100.00%	30.00	30.00	0.00	100.00%	30.00	30.00	0.00	100.00%	30.00	30.00	0.00	100.00%	30.00	30.00	0.00	100.00%	30.00	30.00	0.00	100.00%	30.00	30.00	0.00	100.00%	30.00	30.00	0.00	100.00%	30.00	30.00	0.00	100.00%	30.00	30.00	0.00	100.00%	30.00	360.00	330.00	109.09%	356	
Total Bank Fees	$ 47.00	$ 47.00	$ 0.00	100.00%

Hilltop United Church of Christ
P&L Summary by Month YTD
January - November, 2021

	Jan 2021	Feb 2021	Mar 2021	Apr 2021	May 2021	Jun 2021	Jul 2021	Aug 2021	Sep 2021	Oct 2021	Nov 2021	Total
Revenue												
GENERAL FUND												0.00
4030 Offerings	13,713.16	12,449.85	13,091.42	15,406.16	7,022.61	8,488.25	11,727.14	6,869.67	8,740.51	12,538.43	8,480.82	118,528.02
Grocery Card	10.00	313.18										323.18
Kroger - King Soopers			285.19	250.88			259.76					795.83
Safeway			10.00	294.96						40.00	226.43	571.39
Total Grocery Card	**$ 10.00**	**$ 313.18**	**$ 295.19**	**$ 545.84**	**$ 0.00**	**$ 0.00**	**$ 259.76**	**$ 0.00**	**$ 0.00**	**$ 40.00**	**$ 226.43**	**$ 1,690.40**
Interest Income	0.05	0.05	0.06		0.10	0.06	0.05	0.06	0.05	0.05	0.06	0.59
Total GENERAL FUND	**$ 13,723.21**	**$ 12,763.08**	**$ 13,386.67**	**$ 15,952.00**	**$ 7,022.71**	**$ 8,488.31**	**$ 11,986.95**	**$ 6,869.73**	**$ 8,740.56**	**$ 12,578.48**	**$ 8,707.31**	**$ 120,219.01**
Total Revenue	**$ 13,723.21**	**$ 12,763.08**	**$ 13,386.67**	**$ 15,952.00**	**$ 7,022.71**	**$ 8,488.31**	**$ 11,986.95**	**$ 6,869.73**	**$ 8,740.56**	**$ 12,578.48**	**$ 8,707.31**	**$ 120,219.01**
Gross Profit	**$ 13,723.21**	**$ 12,763.08**	**$ 13,386.67**	**$ 15,952.00**	**$ 7,022.71**	**$ 8,488.31**	**$ 11,986.95**	**$ 6,869.73**	**$ 8,740.56**	**$ 12,578.48**	**$ 8,707.31**	**$ 120,219.01**
Expenditures												
ADMINISTRATION												0.00
Bank Fees												0.00
1st Bank Fees	15.00	15.00	15.00	15.00	15.00	15.00	18.00	17.00	17.00	17.00	17.00	176.00
Vanco - Direct Giving Fees	6.04	30.91	28.40	27.59	27.54	25.75	52.34	27.54	51.32	27.27	26.71	331.41
Total Bank Fees	**$ 21.04**	**$ 45.91**	**$ 43.40**	**$ 42.59**	**$ 42.54**	**$ 40.75**	**$ 70.34**	**$ 44.54**	**$ 68.32**	**$ 44.27**	**$ 43.71**	**$ 507.41**
Copier	257.68	257.68	350.74	282.68	257.68	292.23	257.68	257.68		522.29	289.99	3,026.33
Licenses & Permits			10.00	75.00				390.41		346.00		821.41
Office Supplies									16.19		84.58	100.77
Website Expense	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	385.00
Total ADMINISTRATION	**$ 313.72**	**$ 338.59**	**$ 439.14**	**$ 435.27**	**$ 335.22**	**$ 367.98**	**$ 363.02**	**$ 727.63**	**$ 119.51**	**$ 947.56**	**$ 453.28**	**$ 4,840.92**
Ask My Accountant							0.00					0.00
BUILDING MAINTENANCE												0.00
Repairs			129.23						1,895.00			2,024.23
Total BUILDING MAINTENANCE	**$ 0.00**	**$ 0.00**	**$ 129.23**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 1,895.00**	**$ 0.00**	**$ 0.00**	**$ 2,024.23**
BUILDING OPERATIONS												0.00
Black Hills Energy			21.47	21.53	19.44	18.40	18.40	18.36	18.76	18.64	46.53	201.53

CenturyLink Phone and Internet	102.06	102.57	102.67	102.81	112.98	112.98	112.84	112.67	112.67	112.41	112.13	1,198.79
IREA	1,165.55	883.76	618.00	538.95	404.12	349.92	107.85	95.06	96.62	113.27	157.86	4,530.96
Property & Liability Insurance	2,001.00			2,001.00			2,001.00			2,001.00		8,004.00
Snow Removal	340.00	85.00	340.00	658.75	170.00							1,593.75
Zoom SKYPE Teleconference										549.90		549.90
Total BUILDING OPERATIONS	**$ 3,608.61**	**$ 1,071.33**	**$ 1,082.14**	**$ 3,323.04**	**$ 706.54**	**$ 481.30**	**$ 2,240.09**	**$ 226.09**	**$ 228.05**	**$ 2,795.22**	**$ 316.52**	**$ 16,078.93**
CONFERENCE OBLIGATIONS												0.00
Friends of the Conference		-100.00								1,260.00		1,160.00
Rocky Mountain Conference-Per Capita		-142.00			1,260.00							1,118.00
Southeastern Association									210.00			210.00
Total CONFERENCE OBLIGATIONS	**$ 0.00**	**-$ 242.00**	**$ 0.00**	**$ 0.00**	**$ 1,260.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 210.00**	**$ 1,260.00**	**$ 0.00**	**$ 2,488.00**
In Person Services Transition												0.00
Internet						485.77	119.99	119.99	119.99	119.99	119.99	1,085.72
Total In Person Services Transition	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 485.77**	**$ 119.99**	**$ 119.99**	**$ 119.99**	**$ 119.99**	**$ 119.99**	**$ 1,085.72**
MISC. BUDGETED EXPENSE												0.00
Pulpit Supply		200.00				200.00		600.00				1,000.00
Reserve Fund	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	3,300.00
Total MISC. BUDGETED EXPENSE	**$ 300.00**	**$ 500.00**	**$ 300.00**	**$ 300.00**	**$ 300.00**	**$ 500.00**	**$ 300.00**	**$ 900.00**	**$ 300.00**	**$ 300.00**	**$ 300.00**	**$ 4,300.00**
PERSONNEL												0.00
Minister												0.00
Minister - Social Security Tax	395.00	395.00	395.00	395.00	395.00	395.00	395.00	621.50	790.00	790.00	395.00	5,361.50
Minister -Health Insurance	387.67	297.90	197.95	197.95	197.95	197.95	197.95	197.95	497.95	497.95	200.00	3,069.17
Minister-Housing Allowance	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	4,854.95	5,500.00	5,500.00	2,500.00	39,354.95
Minister-Life & Disability Ins.	163.80	81.90	81.90	81.90	81.90		81.90	163.80				737.10
Minister-Pension Plan	1,528.80	764.40	764.40	764.40	764.40		764.40	1,528.80			764.40	7,644.00
Minister-Reimbursable												0.00
Minister-Education	75.00		75.00	75.00	150.00	75.00				56.98		506.98
Minister-Entertaining				16.40	12.10		15.94					44.44
Minister-Professional									230.60	172.78		403.38
Minister-Supplies	69.00			48.48								117.48
Minister-Telecom	192.78	193.14	193.14	193.14	193.18	193.18	193.18					1,351.74
Total Minister-Reimbursable	**$ 336.78**	**$ 193.14**	**$ 268.14**	**$ 333.02**	**$ 355.28**	**$ 268.18**	**$ 209.12**	**$ 0.00**	**$ 230.60**	**$ 229.76**	**$ 0.00**	**$ 2,424.02**
Minister-Salary	2,460.00	2,460.00	2,460.00	2,460.00	2,460.00	2,460.00	2,460.00	4,709.85	4,626.66	4,626.66	2,166.66	33,349.83

Minister-Health Spending	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	450.00	400.00	100.00	3,350.00
Minister-Travel/Tolls/Vehicle	100.00	100.00	100.00	100.00	100.00	100.00	100.00		172.50	115.00	115.00	1,102.50
Total Minister-Salary	**$ 2,860.00**	**$ 2,860.00**	**$ 2,860.00**	**$ 2,860.00**	**$ 2,860.00**	**$ 2,860.00**	**$ 2,860.00**	**$ 5,009.85**	**$ 5,249.16**	**$ 5,141.66**	**$ 2,381.66**	**$ 37,802.33**
Total Minister	**$ 8,672.05**	**$ 7,592.34**	**$ 7,567.39**	**$ 7,632.27**	**$ 7,654.53**	**$ 6,721.13**	**$ 7,508.37**	**$ 12,376.85**	**$ 12,267.71**	**$ 12,159.37**	**$ 6,241.06**	**$ 96,393.07**
Staff Expense												0.00
Administrative Assistant												0.00
Wages									853.88	363.00	961.13	2,178.01
Total Administrative Assistant	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 853.88**	**$ 363.00**	**$ 961.13**	**$ 2,178.01**
Choir Director	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	7,700.00
Employer Paid FICA-MED	99.45	99.45	99.45	99.45	99.45	99.45	99.45	99.45	164.77	135.83	338.73	1,434.93
Media Director	600.00	600.00	600.00	600.00	600.00	600.00	600.00	600.00	600.00	712.50	600.00	6,712.50
Total Staff Expense	**$ 1,399.45**	**$ 1,399.45**	**$ 1,399.45**	**$ 1,399.45**	**$ 1,399.45**	**$ 1,399.45**	**$ 1,399.45**	**$ 1,399.45**	**$ 2,318.65**	**$ 1,911.33**	**$ 2,599.86**	**$ 18,025.44**
Workmen's Comp	339.25	-287.00					1,017.75					1,070.00
Total PERSONNEL	**$ 10,410.75**	**$ 8,704.79**	**$ 8,966.84**	**$ 9,031.72**	**$ 9,053.98**	**$ 8,120.58**	**$ 9,925.57**	**$ 13,776.30**	**$ 14,586.36**	**$ 14,070.70**	**$ 8,840.92**	**$ 115,488.51**
PROFESSIONAL FEES												0.00
Accounting	135.00	158.75	45.00	450.00		427.50	180.00	337.50	112.50	427.50	427.50	2,701.25
Total PROFESSIONAL FEES	**$ 135.00**	**$ 158.75**	**$ 45.00**	**$ 450.00**	**$ 0.00**	**$ 427.50**	**$ 180.00**	**$ 337.50**	**$ 112.50**	**$ 427.50**	**$ 427.50**	**$ 2,701.25**
TEAMS												0.00
Christian Education - Youth and Adults											59.11	59.11
Missions Expense									750.00			750.00
Music				90.00						300.00		390.00
Social - Care and Nurture - Misc.					100.00	200.00		100.00	160.00			560.00
Worship									509.99	300.00		809.99
Total TEAMS	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 90.00**	**$ 100.00**	**$ 200.00**	**$ 0.00**	**$ 100.00**	**$ 1,419.99**	**$ 600.00**	**$ 59.11**	**$ 2,569.10**
Total Expenditures	**$ 14,768.08**	**$ 10,531.46**	**$ 10,962.35**	**$ 13,630.03**	**$ 11,755.74**	**$ 10,583.13**	**$ 13,128.67**	**$ 16,187.51**	**$ 18,991.40**	**$ 20,520.97**	**$ 10,517.32**	**$ 151,576.66**
Net Operating Revenue	**-$ 1,044.87**	**$ 2,231.62**	**$ 2,424.32**	**$ 2,321.97**	**-$ 4,733.03**	**-$ 2,094.82**	**-$ 1,141.72**	**-$ 9,317.78**	**-$ 10,250.84**	**-$ 7,942.49**	**-$ 1,810.01**	**-$ 31,357.65**
Net Revenue	**-$ 1,044.87**	**$ 2,231.62**	**$ 2,424.32**	**$ 2,321.97**	**-$ 4,733.03**	**-$ 2,094.82**	**-$ 1,141.72**	**-$ 9,317.78**	**-$ 10,250.84**	**-$ 7,942.49**	**-$ 1,810.01**	**-$ 31,357.65**

Hilltop United Church of Christ
Budget vs. Actuals: Budget FY 2021 - FY21 P&L
January - November, 2021

	Jan 2021				Feb 2021				Mar 2021				Apr 2021				May 2021				Jun 2021				Jul 2021				Aug 2021				Sep 2021				Oct 2021				Nov 2021				Total Through Nov			
	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget	Actual	Budget	over/under Budget	% of Budget
Revenue																																															
GENERAL FUND			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00	0.00	
4030 Offerings	13,713.16	12,000.00	1,713.16	114.28%	12,449.85	12,000.00	449.85	103.75%	13,091.42	12,000.00	1,091.42	109.10%	15,406.16	12,000.00	3,406.16	128.38%	7,022.61	12,000.00	-4,977.39	58.52%	8,488.25	12,000.00	-3,511.75	70.74%	11,727.14	12,000.00	-272.86	97.73%	6,869.67	12,000.00	-5,130.33	57.25%	8,740.51	12,000.00	-3,259.49	72.84%	12,538.43	12,000.00	538.43	104.49%	8,480.82	12,000.00	-3,519.18	70.67%	118,528.02	132,000.00	-13,471.98	89.79%
Grocery Card	10.00		10.00		313.18		313.18				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				323.18	0.00	323.18	
Kroger - King Soopers		0.00	0.00			0.00	0.00		285.19	270.00	15.19	105.63%	250.88	0.00	250.88			0.00	0.00		240.00	-240.00	0.00	0.00%	259.76	0.00	259.76			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			795.83	750.00	45.83	106.11%
Safeway		0.00	0.00			0.00	0.00		10.00	280.00	-270.00	3.57%	294.96	0.00	294.96			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			40.00	300.00	-260.00	13.33%	226.43	0.00	226.43		571.39	580.00	-8.61	98.52%
Total Grocery Card	**$ 10.00**	**$ 0.00**	**$ 10.00**		**$ 313.18**	**$ 0.00**	**$ 313.18**		**$ 295.19**	**$ 550.00**	**-$ 254.81**	**53.67%**	**$ 545.84**	**$ 0.00**	**$ 545.84**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 240.00**	**-$ 240.00**	**0.00%**		**$ 259.76**	**$ 0.00**	**$ 259.76**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 40.00**	**$ 540.00**	**-$ 500.00**	**7.41%**	**$ 226.43**	**$ 0.00**	**$ 226.43**		**$ 1,690.40**	**$ 1,330.00**	**$ 360.40**	**127.10%**
Interest Income	0.05		0.05		0.05		0.05		0.06		0.06		0.06		0.06		0.10		0.10		0.06		0.06		0.05		0.05		0.06		0.06		0.05		0.05		0.05		0.05		0.06		0.06		0.59	0.00	0.59	
Total GENERAL FUND	**$ 13,723.21**	**$ 12,000.00**	**$ 1,723.21**	**114.36%**	**$ 12,763.08**	**$ 12,000.00**	**$ 763.08**	**106.36%**	**$ 13,386.67**	**$ 12,550.00**	**$ 836.67**	**106.67%**	**$ 15,952.06**	**$ 12,000.00**	**$ 3,952.06**	**132.93%**	**$ 7,022.71**	**$ 12,000.00**	**-$ 4,977.29**	**58.52%**	**$ 8,488.31**	**$ 12,240.00**	**-$ 3,751.69**	**69.35%**	**$ 11,986.95**	**$ 12,000.00**	**-$ 13.05**	**99.89%**	**$ 6,869.73**	**$ 12,000.00**	**-$ 5,130.27**	**57.25%**	**$ 8,740.56**	**$ 12,000.00**	**-$ 3,259.44**	**72.84%**	**$ 12,578.49**	**$ 12,540.00**	**$ 38.49**	**100.31%**	**$ 8,707.31**	**$ 12,000.00**	**-$ 3,292.69**	**72.56%**	**$ 120,219.01**	**$ 133,330.00**	**-$ 13,110.99**	**90.17%**
Total Revenue	**$ 13,723.21**	**$ 12,000.00**	**$ 1,723.21**	**114.36%**	**$ 12,763.08**	**$ 12,000.00**	**$ 763.08**	**106.36%**	**$ 13,386.67**	**$ 12,550.00**	**$ 836.67**	**106.67%**	**$ 15,952.06**	**$ 12,000.00**	**$ 3,952.06**	**132.93%**	**$ 7,022.71**	**$ 12,000.00**	**-$ 4,977.29**	**58.52%**	**$ 8,488.31**	**$ 12,240.00**	**-$ 3,751.69**	**69.35%**	**$ 11,986.95**	**$ 12,000.00**	**-$ 13.05**	**99.89%**	**$ 6,869.73**	**$ 12,000.00**	**-$ 5,130.27**	**57.25%**	**$ 8,740.56**	**$ 12,000.00**	**-$ 3,259.44**	**72.84%**	**$ 12,578.49**	**$ 12,540.00**	**$ 38.49**	**100.31%**	**$ 8,707.31**	**$ 12,000.00**	**-$ 3,292.69**	**72.56%**	**$ 120,219.01**	**$ 133,330.00**	**-$ 13,110.99**	**90.17%**
Gross Profit	**$ 13,723.21**	**$ 12,000.00**	**$ 1,723.21**	**114.36%**	**$ 12,763.08**	**$ 12,000.00**	**$ 763.08**	**106.36%**	**$ 13,386.67**	**$ 12,550.00**	**$ 836.67**	**106.67%**	**$ 15,952.06**	**$ 12,000.00**	**$ 3,952.06**	**132.93%**	**$ 7,022.71**	**$ 12,000.00**	**-$ 4,977.29**	**58.52%**	**$ 8,488.31**	**$ 12,240.00**	**-$ 3,751.69**	**69.35%**	**$ 11,986.95**	**$ 12,000.00**	**-$ 13.05**	**99.89%**	**$ 6,869.73**	**$ 12,000.00**	**-$ 5,130.27**	**57.25%**	**$ 8,740.56**	**$ 12,000.00**	**-$ 3,259.44**	**72.84%**	**$ 12,578.49**	**$ 12,540.00**	**$ 38.49**	**100.31%**	**$ 8,707.31**	**$ 12,000.00**	**-$ 3,292.69**	**72.56%**	**$ 120,219.01**	**$ 133,330.00**	**-$ 13,110.99**	**90.17%**
Expenditures																																															
ADMINISTRATION			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00	0.00	
Bank Fees			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00	0.00	
1st Bank Fees	15.00	17.00	-2.00	88.24%	15.00	17.00	-2.00	88.24%	15.00	17.00	-2.00	88.24%	15.00	17.00	-2.00	88.24%	15.00	17.00	-2.00	88.24%	15.00	17.00	-2.00	88.24%	18.00	17.00	1.00	105.88%	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	17.00	17.00	0.00	100.00%	176.00	187.00	-11.00	94.12%
Vanco - Direct Giving Fees	6.04	30.00	-23.96	20.13%	30.91	30.00	0.91	103.03%	28.40	30.00	-1.60	94.67%	27.59	30.00	-2.41	91.97%	27.54	30.00	-2.46	91.80%	25.75	30.00	-4.25	85.83%	52.34	30.00	22.34	174.47%	27.54	30.00	-2.46	91.80%	51.32	30.00	21.32	171.07%	27.27	30.00	-2.73	90.90%	26.71	30.00	-3.29	89.03%	331.41	330.00	1.41	100.43%
Total Bank Fees	**$ 21.04**	**$ 47.00**	**-$ 25.96**	**44.77%**	**$ 45.91**	**$ 47.00**	**-$ 1.09**	**97.68%**	**$ 43.40**	**$ 47.00**	**-$ 3.60**	**92.34%**	**$ 42.59**	**$ 47.00**	**-$ 4.41**	**90.62%**	**$ 42.54**	**$ 47.00**	**-$ 4.46**	**90.51%**	**$ 40.75**	**$ 47.00**	**-$ 6.25**	**86.70%**	**$ 70.34**	**$ 47.00**	**$ 23.34**	**149.66%**	**$ 44.54**	**$ 47.00**	**-$ 2.46**	**94.77%**	**$ 68.32**	**$ 47.00**	**$ 21.32**	**145.36%**	**$ 44.27**	**$ 47.00**	**-$ 2.73**	**94.19%**	**$ 43.71**	**$ 47.00**	**-$ 3.29**	**93.00%**	**$ 507.41**	**$ 517.00**	**-$ 9.59**	**98.15%**
Copier	257.68	252.00	5.68	102.25%	257.68	252.00	5.68	102.25%	350.74	400.00	-49.26	87.69%	282.68	252.00	30.68	112.17%	257.68	252.00	5.68	102.25%	292.23	252.00	40.23	115.96%	257.68	252.00	5.68	102.25%	257.68	275.00	-17.32	93.70%		252.00	-252.00	0.00%	522.29	275.00	247.29	189.92%	289.99	252.00	37.99	115.08%	3,026.33	2,966.00	60.33	102.03%
Licenses & Permits		0.00	0.00			85.00	-85.00	0.00%	10.00	0.00	10.00		75.00	0.00	75.00			0.00	0.00			250.00	-250.00	0.00%	390.41	0.00	390.41			335.00	-335.00	0.00%	346.00	0.00	346.00			0.00	0.00			0.00	0.00			821.41	770.00	51.41	106.68%
New Member Supplies		0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	50.00	-50.00	0.00%
Office Supplies		0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			25.00	-25.00	0.00%		0.00	0.00			0.00	0.00			16.19	25.00	-8.81	64.76%		0.00	0.00		84.58	0.00	84.58		100.77	50.00	50.77	201.54%
Postage		0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			25.00	-25.00	0.00%		0.00	0.00				25.00	-25.00	0.00%		0.00	0.00			0.00	0.00			0.00	50.00	-50.00	0.00%
Upper Room Devotionals		0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			11.50	-11.50	0.00%		11.50	-11.50	0.00%		11.50	-11.50	0.00%			11.50	-11.50	0.00%		11.50	-11.50	0.00%		11.50	-11.50	0.00%		57.50	57.50	0.00	100.00%
Website Expense	35.00	35.00	0.00	100.00%	35.00	35.00	0.00	100.00%	35.00	35.00	0.00	100.00%	35.00	35.00	0.00	100.00%	35.00	35.00	0.00	100.00%	35.00	35.00	0.00	100.00%	35.00	35.00	0.00	100.00%	35.00	35.00	0.00	100.00%	35.00	35.00	0.00	100.00%	35.00	35.00	0.00	100.00%	35.00	35.00	0.00	100.00%	385.00	385.00	0.00	100.00%
Total ADMINISTRATION	**$ 313.72**	**$ 334.00**	**-$ 20.28**	**93.93%**	**$ 338.59**	**$ 419.00**	**-$ 80.41**	**80.81%**	**$ 439.14**	**$ 482.00**	**-$ 42.86**	**91.11%**	**$ 435.27**	**$ 334.00**	**$ 101.27**	**130.32%**	**$ 335.22**	**$ 334.00**	**$ 1.22**	**100.37%**	**$ 367.98**	**$ 509.00**	**-$ 141.02**	**72.29%**	**$ 363.02**	**$ 620.50**	**-$ 257.48**	**58.50%**	**$ 727.63**	**$ 368.50**	**$ 359.13**	**197.46%**	**$ 119.51**	**$ 730.50**	**-$ 610.99**	**16.36%**	**$ 947.56**	**$ 368.50**	**$ 579.06**	**257.14%**	**$ 453.28**	**$ 345.50**	**$ 107.78**	**131.20%**	**$ 4,840.92**	**$ 4,845.50**	**-$ 4.58**	**99.91%**
BUILDING MAINTENANCE			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00	0.00	
Cleaning Supplies & Equip.		0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			50.00	-50.00	0.00%		0.00	0.00			50.00	-50.00	0.00%		100.00	0.00	100.00	0.00%
Repairs		0.00	0.00			0.00	0.00		129.23	0.00	129.23			0.00	0.00			0.00	0.00			500.00	-500.00	0.00%		100.00	-100.00	0.00%		250.00	-250.00	0.00%	1,895.00	50.00	1,845.00	3790.00%		0.00	0.00			100.00	-100.00	0.00%	2,024.23	1,000.00	1,024.23	202.42%
Total BUILDING MAINTENANCE	**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 129.23**	**$ 0.00**	**$ 129.23**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 500.00**	**-$ 500.00**	**0.00%**		**$ 100.00**	**-$ 100.00**	**0.00%**		**$ 250.00**	**-$ 250.00**	**0.00%**	**$ 1,895.00**	**$ 100.00**	**$ 1,795.00**	**1895.00%**	**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 0.00**	**$ 150.00**	**-$ 150.00**	**0.00%**	**$ 2,024.23**	**$ 1,100.00**	**$ 924.23**	**184.02%**
BUILDING OPERATIONS			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00	0.00	
Black Hills Energy		20.00	-20.00	0.00%		20.00	-20.00	0.00%	21.47	20.00	1.47	107.35%	21.53	20.00	1.53	107.65%	19.44	20.00	-0.56	97.20%	18.40	20.00	-1.60	92.00%	18.40	20.00	-1.60	92.00%	18.36	30.00	-11.64	61.20%	18.76	40.00	-21.24	46.90%	18.64	40.00	-21.36	46.60%	46.53	40.00	6.53	116.32%	201.53	290.00	-88.47	69.49%
CenturyLink Phone and Internet	102.06	101.00	1.06	101.05%	102.57	101.00	1.57	101.55%	102.67	101.00	1.67	101.65%	102.81	101.00	1.81	101.79%	112.98	101.00	11.98	111.86%	112.98	101.00	11.98	111.86%	112.84	101.00	11.84	111.72%	112.67	101.00	11.67	111.55%	112.67	101.00	11.67	111.55%	112.41	101.00	11.41	111.30%	112.13	101.00	11.13	111.02%	1,198.79	1,111.00	87.79	107.90%
IREA	1,165.55	100.00	1,065.55	1165.55%	883.76	100.00	783.76	883.76%	618.00	100.00	518.00	618.00%	538.95	100.00	438.95	538.95%	404.12	100.00	304.12	404.12%	349.92	100.00	249.92	349.92%	107.85	100.00	7.85	107.85%	95.06	100.00	-4.94	95.06%	96.62	150.00	-53.38	64.41%	113.27	200.00	-86.73	56.64%	157.86	300.00	-142.14	52.62%	4,530.96	3,080.96	1,450.00	312.48%
Property & Liability Insurance	2,001.00	1,540.00	461.00	129.94%		0.00	0.00			0.00	0.00		2,001.00	1,540.00	461.00	129.94%		0.00	0.00			0.00	0.00		2,001.00	0.00	2,001.00			1,540.00	-1,540.00	0.00%		0.00	0.00			2,001.00	0.00	2,001.00			0.00	0.00			1,540.00	-1,540.00	0.00%	8,004.00	6,160.00	1,844.00	129.94%
Snow Removal	340.00	0.00	340.00		85.00	0.00	85.00		340.00	0.00	340.00		658.75	0.00	658.75		170.00	0.00	170.00			0.00	0.00			0.00	0.00			0.00	0.00			100.00	-100.00	0.00%		200.00	-200.00	0.00%		450.00	-450.00	0.00%	1,593.75	750.00	843.75	212.50%
Trash Removal		0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00		180.00	-180.00	0.00%			0.00	0.00			0.00	0.00				0.00	0.00			180.00	-180.00	0.00%		0.00	0.00	0.00		360.00	-360.00	0.00%
Zoom SKYPE Teleconference		0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			549.90	0.00	549.90			0.00	0.00		150.00	-150.00	0.00%	549.90	150.00	399.90	366.60%
Total BUILDING OPERATIONS	**$ 3,608.61**	**$ 1,761.00**	**$ 1,847.61**	**204.92%**	**$ 1,071.33**	**$ 221.00**	**$ 850.33**	**484.76%**	**$ 1,082.14**	**$ 221.00**	**$ 861.14**	**489.66%**	**$ 3,323.04**	**$ 1,761.00**	**$ 1,562.04**	**188.70%**	**$ 706.54**	**$ 221.00**	**$ 485.54**	**319.70%**	**$ 481.30**	**$ 401.00**	**$ 80.30**	**120.02%**	**$ 2,240.09**	**$ 221.00**	**$ 2,019.09**	**1013.62%**	**$ 226.09**	**$ 1,771.00**	**-$ 1,544.91**	**12.77%**	**$ 228.05**	**$ 391.00**	**-$ 162.95**	**58.32%**	**$ 2,795.22**	**$ 721.00**	**$ 2,074.22**	**387.69%**	**$ 316.52**	**$ 2,581.00**	**-$ 2,264.48**	**12.26%**	**$ 16,078.93**	**$ 10,271.00**	**$ 5,807.93**	**156.55%**
CONFERENCE OBLIGATIONS			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00	0.00	
Friends of the Conference		0.00	0.00		-100.00	0.00	-100.00			0.00	0.00			0.00	0.00			0.00	0.00		1,225.00	-1,225.00	0.00%			0.00	0.00			0.00	0.00			0.00	1,260.00	0.00	1,260.00		0.00	0.00			0.00	0.00		1,160.00	1,225.00	-65.00	94.69%
Rocky Mountain Conference-Per Capita		1,225.00	-1,225.00	0.00%	-142.00	0.00	-142.00			0.00	0.00			0.00	0.00		1,260.00	0.00	1,260.00			0.00	0.00			0.00	0.00			0.00	0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00		1,118.00	1,225.00	-107.00	91.27%
Southeastern Association		204.00	-204.00	0.00%		0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00		210.00	0.00	210.00			0.00	0.00			0.00	0.00		210.00	204.00	6.00	102.94%
Total CONFERENCE OBLIGATIONS	**$ 0.00**	**$ 1,429.00**	**-$ 1,429.00**	**0.00%**	**-$ 242.00**	**$ 0.00**	**-$ 242.00**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 1,260.00**	**$ 0.00**	**$ 1,260.00**		**$ 1,225.00**	**-$ 1,225.00**	**0.00%**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 210.00**	**$ 0.00**	**$ 210.00**		**$ 1,260.00**	**$ 0.00**	**$ 1,260.00**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 2,488.00**	**$ 2,654.00**	**-$ 166.00**	**93.75%**
In Person Services Transition			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00	0.00	
Internet			0.00				0.00				0.00				0.00				0.00		485.77		485.77		119.99		119.99		119.99		119.99		119.99		119.99		119.99		119.99		119.99		119.99		1,085.72	0.00	1,085.72	
Total In Person Services Transition	**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 0.00**	**$ 0.00**	**$ 0.00**		**$ 485.77**	**$ 0.00**	**$ 485.77**		**$ 119.99**	**$ 0.00**	**$ 119.99**		**$ 119.99**	**$ 0.00**	**$ 119.99**		**$ 119.99**	**$ 0.00**	**$ 119.99**		**$ 119.99**	**$ 0.00**	**$ 119.99**		**$ 119.99**	**$ 0.00**	**$ 119.99**		**$ 1,085.72**	**$ 0.00**	**$ 1,085.72**	
MISC. BUDGETED EXPENSE			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00	0.00	
Pulpit Supply		200.00	-200.00	0.00%	200.00	0.00	200.00			0.00	0.00			200.00	-200.00	0.00%		0.00	0.00		200.00	0.00	200.00			200.00	-200.00	0.00%	600.00	0.00	600.00			800.00	-800.00	0.00%		0.00	0.00			200.00	-200.00	0.00%	1,000.00	1,600.00	-600.00	62.50%
Reserve Fund	300.00	300.00	0.00	100.00%	300.00	300.00	0.00	100.00%	300.00	300.00	0.00	100.00%	300.00	300.00	0.00	100.00%	300.00	300.00	0.00	100.00%	300.00	300.00	0.00	100.00%	300.00	300.00	0.00	100.00%	300.00	300.00	0.00	100.00%	300.00	300.00	0.00	100.00%	300.00	300.00	0.00	100.00%	300.00	300.00	0.00	100.00%	3,300.00	3,300.00	0.00	100.00%
Total MISC. BUDGETED EXPENSE	**$ 300.00**	**$ 500.00**	**-$ 200.00**	**60.00%**	**$ 500.00**	**$ 300.00**	**$ 200.00**	**166.67%**	**$ 300.00**	**$ 300.00**	**$ 0.00**	**100.00%**	**$ 300.00**	**$ 500.00**	**-$ 200.00**	**60.00%**	**$ 300.00**	**$ 300.00**	**$ 0.00**	**100.00%**	**$ 500.00**	**$ 300.00**	**$ 200.00**	**166.67%**	**$ 300.00**	**$ 500.00**	**-$ 200.00**	**60.00%**	**$ 900.00**	**$ 300.00**	**$ 600.00**	**300.00%**	**$ 300.00**	**$ 1,100.00**	**-$ 800.00**	**27.27%**	**$ 300.00**	**$ 300.00**	**$ 0.00**	**100.00%**	**$ 300.00**	**$ 500.00**	**-$ 200.00**	**60.00%**	**$ 4,300.00**	**$ 4,900.00**	**-$ 600.00**	**87.76%**
PERSONNEL			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00	0.00	
Minister			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00	0.00	
Minister - Social Security Tax	395.00	395.00	0.00	100.00%	395.00	395.00	0.00	100.00%	395.00	395.00	0.00	100.00%	395.00	395.00	0.00	100.00%	395.00	395.00	0.00	100.00%	395.00	395.00	0.00	100.00%	621.50	395.00	226.50	157.34%	790.00	395.00	395.00	200.00%	790.00	395.00	395.00	200.00%	395.00	395.00	0.00	100.00%	5,361.50	4,345.00	1,016.50	123.39%
Minister -Life & Disability Ins.	163.80	82.00	81.80	199.76%	81.90	82.00	-0.10	99.88%	81.90	82.00	-0.10	99.88%	81.90	82.00	-0.10	99.88%	81.90	82.00	-0.10	99.88%		82.00	-82.00	0.00%	163.80	82.00	81.80	199.76%		82.00	-82.00	0.00%		82.00	-82.00	0.00%		82.00	-82.00	0.00%		82.00	-82.00	0.00%	737.10	902.00	-164.90	81.72%
Minister-Pension Plan	1,528.80	765.00	763.80	199.84%	764.40	765.00	-0.60	99.92%	764.40	765.00	-0.60	99.92%	764.40	765.00	-0.60	99.92%	764.40	765.00	-0.60	99.92%		765.00	-765.00	0.00%	764.40	765.00	-0.60	99.92%	1,528.80	765.00	763.80	199.84%		765.00	-765.00	0.00%		765.00	-765.00	0.00%	764.40	765.00	-0.60	99.92%	7,644.00	8,415.00	-771.00	90.84%
Minister-Reimbursable			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00	0.00	0.00	
Minister-Books		20.00	-20.00	0.00%		20.00	-20.00	0.00%		20.00	-20.00	0.00%		20.00	-20.00	0.00%		20.00	-20.00	0.00%		20.00	-20.00	0.00%		20.00	-20.00	0.00%		20.00	-20.00	0.00%		20.00	-20.00	0.00%		20.00	-20.00	0.00%		20.00	-20.00	0.00%		220.00	-220.00	0.00%
Minister-Discretionary		0.00	0.00			0.00	0.00			200.00	-200.00	0.00%		0.00	0.00			0.00	0.00			200.00	-200.00	0.00%		0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			400.00	-400.00	0.00%
Minister-Education	75.00	75.00	0.00	100.00%		75.00	-75.00	0.00%	75.00	75.00	0.00	100.00%	75.00	75.00	0.00	100.00%	150.00	75.00	75.00	200.00%	75.00	75.00	0.00	100.00%		75.00	-75.00	0.00%		75.00	-75.00	0.00%		0.00	0.00		56.98	75.00	-18.02	75.97%		75.00	-75.00	0.00%	506.98	750.00	-243.02	67.60%
Minister-Entertaining		0.00	0.00			0.00	0.00			16.40	-16.40	0.00%		12.10	0.00			12.10	0.00			0.00	0.00		15.94	25.00	-9.06	63.76%		25.00	-25.00	0.00%		25.00	-25.00	0.00%		25.00	-25.00	0.00%		25.00	-25.00	0.00%	44.44	125.00	-80.56	35.55%
Minister-Professional			0.00				0.00				0.00				0.00				0.00				0.00				0.00				0.00			230.60		230.60		172.78		172.78				403.38	0.00	403.38	
Minister-Retreat		0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			0.00	0.00			100.00	-100.00	0.00%		0.00	0.00			0.00	0.00			0.00	0.00			0.00	100.00	-100.00	0.00%
Minister-Supplies	69.00	0.00	69.00			50.00	-50.00	0.00%		0.00	0.00		48.48	0.00	48.48			0.00	0.00		