

St. Peter's United Church of Christ (Highland)

Church Contact Information

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Position Information

Listing Information

Name of Church

St. Peter's United Church of Christ (Highland)

Address

7014 Darmstadt Road Evansville, Indiana

Conference

Indiana – Kentucky

Association

Evansville Tri-State Association

URL Websites

<https://www.facebook.com/stpetershighland>

<https://www.stpeterssuccevanville.org>

Additional Formal Ecumenical Affiliations : None

Rev. Dr. Monica Ouellette

UCC Conference or Association Contact Person

Rev. Dr. Monica Ouellette, Associate Conference Minister

814.571.6542

m.ouellette@ikcucc.org

Summary Ministry Description

St. Peter's United Church of Christ has been a welcoming and faithful presence on the northside of Evansville for the past 150 years. We are a small congregation (less than 150 members), but we have a large presence in outreach ministries and serving our neighbors, near and far. Relationships are valued at St. Peter's, hospitality is practiced, and there is a strong sense of community.

The members of St. Peter's are committed to strengthening our faith and growing in discipleship. We are committed to being a congregation where everyone is welcome. We want to always listen for the "still speaking voice of God" and we want to demonstrate a love of neighbor. That said, the last five years have taught us that we must be willing to change, to explore new ways to welcome people and to serve our community.

We are seeking a pastor who believes in the vitality of small churches, one who can help us imagine new pathways for growth, diversity, and inclusivity.

What We Value About Our Community

St. Peter's UCC, located on the north side of Evansville, is known as "the little white church" on the bend of the road. The north side is considered the "quiet side" of town. Large residential areas and an economically diverse community surround the church. Parks, green spaces, and a library are nearby. General shopping can be accomplished within a short distance of the church. Good schools are here. We value this community because of its family atmosphere and the ease of connecting with our neighbors.

Pictures of Facility and Congregation:





Current Size of Membership, as of 9/30/2025 - 145

Average In-Person Attendance, as of 9/30/2025 – 42

St. Peter's holds virtual worship services. In 2025, the average Zoom Attendance has been 8 devices per service.

English is the only language used in ministry.

Position Title – Pastor

Duration – Settled

Compensation Level – $\frac{3}{4}$ Time, approximately 30 – 35 hours per week or 8 – 10 units.

The total support package meets conference guidelines.

Scope of Work

Scope of work for a three-quarter time Settled Pastoral Position, (30 – 35 hours weekly/ 8 – 10 units) taken from MESA's Call Agreement Workbook:

- Preparation and leadership of Sunday worship, including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning music in coordination with musical staff or volunteers, preaching, offering prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources, and identifying 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 (including those who are sick, elderly, or grieving).
- Community engagement and leading the way for the congregation to be an ambassador of God's love.
- Weddings and funerals for participants in the worshipping community.
- Strategic planning for current and new directions of ministry.
- Participation 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 to lead, teach and preach better.
- Energizing and deepening the spiritual connections and faith understandings of others in all we do.

List three core competencies that are considered foundational in your next pastor's relationship with the church:

- Strong interpersonal skills. St. Peter's has always been a pastor-centered church, and we expect this to continue going into the future. We want our next pastor to be able to interact with members, young and old, to build relationships inside and outside the congregation, and display empathy and compassion.
- Time-management skills. The three-quarter time pastoral position (30 – 35 hours per week) will require the pastor to be organized, focused, and adaptive to change. There will be times when the needs of a family member, i.e., funeral, will take precedence, and the ability to be flexible will be important. Time worked should be included in the Pastor's monthly report to the Council. We trust our next Pastor to manage their own time. If extra hours are worked one week, they are free to take equivalent time off (within reason) the following week. If the additional hours worked becomes excessive, the Pastor and the Council should work together to plan for additional time away from the office.
- Inspirational leadership. We are looking for a pastor who can inspire us to greater discipleship. Vision and long-term planning are vital. Engaging our youth, sustaining and growing the congregation, helping St. Peter's UCC continue to be a "place of hope" are aspirations we have for our next settled pastor.

Compensation and Support

Pastor's salary and benefits, using the Call Agreement Workbook.

St. Peter's expects to pay salary, housing, and benefits in accordance with the latest published conference guidelines for a three-quarter time pastor.

We have revised our proposed compensation package based on 2026 conference guidelines. Our current estimated total compensation of \$76,921 is based on a ¾ time Pastor with 10-12 years of experience. This includes pro-rated health insurance costs for an employee and family (two adults and children) under the Plan B option of the Indiana-Kentucky healthcare plans, in addition to the standard Pension and Life + Disability insurance plans. Compensation is reviewed annually.

Pastor Comp. – 2026 Guidelines	Amt
Salary + Housing	\$52,416
Health Insurance (incl. Dental + Vision)	12,370
Pension + Life / Disability	8,124
SS / Medicare	4,010
Total Budgeted Pastor Comp.	\$76,921

What is the expected living arrangement for your pastor?

The expected living arrangement is that the pastor will live and commute within a reasonable distance from the church.

Is a parsonage available?

A parsonage is not available at St. Peter’s.

Describe how St. Peter’s will adopt time adjustments in the pastoral schedule to support a ¾ time pastoral position.

A three-quarter time pastor at St. Peter’s will be expected to work 30 – 35 hours per week or eight to 10 units. Our future pastor will share his/her time preferences with the Council, and together, they will collaborate on how to best meet the pastor’s preferences and the needs of the congregation. Considerations:

- Since 2012, St. Peter’s has had an active Parish Nurse Ministry. Hospital visits may be coordinated with the parish nurses.
- The St. Peter’s Office Administrator works one day a week, Thursday. It will be important that the pastor and the office administrator are present in the facility on Thursday.
- The Council will create a Pastoral Support Committee.
- Lay leadership needs to be utilized to help with unforeseen situations when the pastor cannot provide leadership or direction.

Please list any additional benefits the pastor can expect to receive as part of employment.

The Internal Revenue Service mileage rate is used to reimburse a pastor for vehicle expenses related to church business. The 2025 St. Peter’s budget for this expense was \$1,500.

A Continuing Education Expense for professional development, including one week of paid leave and one Sunday off, is included in the budget. Ministry Expenses, or costs incurred for services to the church, are also included.

The pastor, with the support of Council, may apply for a sabbatical grant via the [Lilly Endowment Clergy Renewal](#) program or [Centers for Congregation](#), after five years of service.

Describe peer and professional support available for ministers within the association and conference.

The Indiana-Kentucky Conference (IKC) offers an annual retreat for all pastors within the conference. It also encourages a pastor to join the Clergy Communities of Practice. These small groups allow pastors to meet and establish relationships with other pastors throughout the conference. There is an annual fee, which may be covered by St. Peter’s.

The Evansville-Tristate Association (ETSA) has twenty-one churches within a reasonable driving distance of Evansville. It offers a ministerial group gathering that meets locally for peer support and fellowship.

Who Is God Calling to Minister with Us?

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

We need a pastor who embodies and understands inclusivity so that we can better navigate change within our community. We want to confront racism, poverty, and discrimination. Teaching our congregation how to practice the radical hospitality of God, while building relationships based upon trust and interdependence are ministerial goals.

We want our future pastor to enjoy learning and bring life to sacred stories and traditions in worship, preaching from all books of the Bible. We want faith formation for all ages of our congregation.

We recognize that pastoring can be a challenging call. We want our future pastor to have a defined “self-care” and life balance practice and be able to teach a basic understanding of mental health and wellness to our congregants.

We are seeking a pastor who will study and teach UCC history, polity, and theology while acknowledging Jesus Christ as the head of the church. We are in a covenantal relationship with the Indiana-Kentucky Conference of the UCC and want to continue in that relationship.

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

Over the past twenty years, a culture of mission and outreach has developed, and we want this culture to continue. We are excited to welcome fresh perspectives and ministerial opportunities that a new settled pastor will bring.

Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation’s sense of calling.

Presently there are no language requirements or culturally specific capacities preferred in our next ministerial leader. We hope our next pastor can lead us into new forms of diversity.

Based upon 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 The Marks of Faithful and Effective Authorized Ministry that your next minister will display to further equip the congregation’s ministry in these areas.

It is our desire that the next settled pastor will have talents, skills, and interests in these four areas:

- Justice and Mercy - Drawing on the ministry of Jesus Christ to confront injustice and oppression, practicing the radical hospitality of God.
- Sacred Stories – Exhibiting knowledge, understanding ongoing study, and learning of the Hebrew Scriptures and the New Testament.
- Caring for all Creation – Nurturing care and compassion for God’s creation, providing hope, healing in a broken world, and helping the congregation to be more mindful of our ecological responsibilities.
- UCC Identity – Acknowledging Jesus Christ as the Head of the Church, committed to the core values of the UCC: continuing testament, extravagant welcome, and changing lives.

Who Is God Calling Us To Become?

“You shall love the Lord your God with all your heart, with all your soul and with all your mind.” Matthew 22:30 (NRSV)

The 2024 Mission Statement reads:

We are a dedicated community of Christian disciples committed to living out the gospel of Jesus Christ through Growing in Faith, Caring for our Neighbors, and Building Community.

We want the community to know that St. Peter’s UCC (Highland) is a place where people can meet Jesus. We want to develop programs and initiatives that combat isolation and foster a sense of belonging.

Over the years we have developed positive relationships with other northside churches, sharing joint worship services and events during select times of the liturgical year. We want to continue to explore ways to enhance our relationships with other faith communities and increase our support for each other.

We want to better understand poverty, discrimination, and racism so that we can be more supportive of our neighbors. In 2021, we joined the CAJE (Congregations Acting for Justice and Empowerment) Organization in and around Evansville, Indiana. Since 2022, two lay leaders have provided our leadership. We want to increase member commitment to justice ministry to better support our neighbors and support the surrounding community.

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

Example 1 – Community Opportunity

In 2024 a small group met with the principal of Central High School, a school within the immediate neighborhood of St. Peter’s. Our goal was to learn about the challenges students and teachers face daily. The principal shared the hopes he had for all students, and the high skill levels teachers must possess to be effective. He also shared the effects of poverty on students, and the effects of low morale on teachers. The principal asked the group, “What can St. Peter’s do for Central”? This question was the impetus for a new outreach project and is a result of the Who Is Our Neighbor church profile work. It has given us the opportunity to build new relationships and to show Christian love to people within our immediate neighborhood. The congregation collects personal hygiene products, school supplies, and clothes for the school nurse to distribute to the needy students. During the fall we provide fresh-baked kuchens (a sweet, yeast-based cake) to the administrative staff. And at the beginning of the winter/spring semester, we provide healthy snacks to the teachers. We plan to invite students and staff to mental health programs we hope to offer during the winter of 2026.

Example 2 – Congregation Challenge

Since June of 2023, a half-time transitional pastor has led the St. Peter’s congregation. Initially this change from full-time to half-time leadership was difficult. Our settled pastor had been with us for thirteen years. The organizational structure was well defined, but lay leadership was lacking. Upon his departure, in August of 2022, the Council and congregation had to assume new roles. Committees that our pastor led had to redefine themselves with lay leadership. Over time, lay leaders have become more confident and new leaders have evolved. We recognize that going forward, lay leadership must remain strong, which can be a challenge in a small congregation.

In addition to being our spiritual leader, our transitional pastor has helped us focus on our organizational structure. He has guided us through Constitution and By-law revisions, budget realizations, and committee rejuvenation. Our congregation and our lay leaders are moving from the grief that comes from losing a loved pastor to hope for the future, with a new settled pastor.

Who Are We Now?

Congregational Reflections

Describe your congregation's life of faith.

Our 2024 Mission Statement declares that we are committed to living out the gospel of Jesus by “growing in faith.” Spiritual growth is witnessed when established ministries are expanded and when new ministries are embraced. As our mission states, we are a dedicated community of Christian disciples committed to living out the gospel of Jesus Christ through Growing in Faith, Caring for our Neighbors, and Building Community.

Describe several strengths or positive qualities.

The St. Peter's congregation is strongly supportive of outreach ministries, especially those that have a focus within the Evansville Community. Laypeople coordinate and lead these ministries; several participate on the governing boards of the organizations we support. We are a small congregation and that allows us to respond quickly to immediate needs within the neighborhood. We feel blessed to have members and friends who demonstrate true love and care for our neighbors.

The lay leadership style at St. Peter's can best be described as “servant leadership.” Our people lead by example, acting as servants, valuing relationships as much as the outcomes. We have three long-standing groups: Women's Guild established in the 1920's, Men's Fellowship, begun in the early 1960's, and Health Ministries, started in 2012. These groups are foundational supporters of mission, fellowship, and congregational wellbeing.

Thanks to a successful 2017 Capital Campaign with a focus on long-term maintenance and improvements, the St. Peter's facility is in sound physical condition. All exterior entrances are handicapped accessible. The interior spaces on the first floor (sanctuary, fellowship hall, restrooms, and kitchen) are also handicapped accessible. The facility is not overly large, but spaces can have multiple functions, and technology is available throughout the facility.

The UCC core values of inclusiveness, extravagant welcome and the “still speaking God” are supported at St. Peter's UCC (Highland). Our justice ministry team is growing. There is interest in understanding the complex issues our communities and country face in these uncertain times. We want to be known as a congregation where people can receive a genuine welcome and acceptance.

What is a growing edge for your congregation? What do you need to strengthen as a congregation?

Since the pandemic and departure of our settled pastor, the St. Peter's community “strengths” have grown. Our lay leadership is much more confident, outside ministry support is robust, and our desire to be inclusive, offer ‘extravagant welcome,’ and believe in the ‘still speaking voice of God’ is witnessed within our community.

Our greatest challenge is sustainability. How do we draw in individuals and young families? How do we embrace young people so that they will remain to continue the St. Peter's legacy? Like all cities and towns within the Midwest, Evansville is populated with many churches of all denominations and beliefs. What programs or events can we offer to entice people to consider a Sunday morning visit? Should we consider an alternative worship service? What do young families want and need when they are considering a church?

We also recognize that as laypeople, we need to grow in confidence to share our faith journeys with others. In this broken world, we want St. Peter's to be a safe place for people to spiritually grow and live in community. We are seeking a pastor who will help us address these complex issues so that we may continue to have a viable presence within our community.

Describe what worship is like when your congregation gathers.

The morning begins when we enter the Narthex and receive a greeting and service bulletin from the greeters. People are met with friendly smiles and conversation. Pre-service slides of announcements and activities are displayed on the screen. Behind the scenes, the technology team is setting up for the livestream and Zoom services, as the choir warms up in the Fellowship Hall.

Worship begins with the organist playing the Prelude, followed by the "ringing of the bell," which is done by hand from the balcony. A choral introit is followed by the responsive Call to Worship. Music is valued at St. Peter's. The anthem may be a new song, practiced for weeks or an old favorite.

Prayer concerns and joys are shared during the time of communal prayers. This is followed by a period of silence and the Pastoral Prayer.

The scripture-based sermons are full and rich with God's message. We are reminded that God loves all people, our model for living is his Son, Jesus, and the call to discipleship is for everyone. It is not unusual to hear an audible "Amen" when people support the message.

The pastor's benediction charges us to "go out into the world" to love our neighbor and serve faithfully. After the service, moments of fellowship are shared. The Pastor stands at the back of the church and bids us farewell, as we depart to live out our faith. Conversations continue in the facility and the parking lot, well after the service has ended.

Describe the educational/faith formation vision of your church.

Presently St. Peter's offers the children's Sunday School monthly, with one child attending. We look forward to reestablishing adult Sunday School. In 2025, five confirmands began their journeys of faith at St. Peter's. Each confirmand was paired with an adult member and together they met to learn and share faith lessons. Our transitional pastor has offered mid-week Lenten studies. He also led an educational discussion on Marriage Equality. The Bridge/Search Teams have led discussion and listening sessions on "who are we" and "who is our neighbor." These events have affirmed the value of scripture and how it relates to our lives, the core values of the UCC, the value of sharing our faith journeys, and the value of listening to others share theirs.

Describe how your congregation is organized for ministry and mission.

The St. Peter's Council is empowered to conduct the normal business of the church on behalf of the congregation. New mission opportunities are shared with the Council for consideration. During the year leaders of established mission or outreach endeavors offer reports to the Council. Each organization (Women's Guild, Men's Fellowship, Health Ministry) also coordinate and support mission for "outside the building." When a new opportunity is shared that needs leadership or a supporting team, the Council or Pastor may suggest ways this can be achieved, utilizing established organizations or individuals.

One of the Council members holds the position of “Generosity Chair.” This individual works with the pastor to organize the annual fall pledge drive, coordinates the Five for Five UCC offerings and may promote specific donation requests.

Effective communication is vital to the life of our community. Upcoming events are announced weekly at the Sunday service and through the monthly newsletter. The congregation receives financial overview, organization, and mission reports at the annual congregational meeting.

When it comes to decision making, how many hours are spent in meetings per month?

Presently there are two active committees that require the pastor’s participation. These committees are Council and Worship and Music Committee. The total amount of time required to attend these meetings is approximately four hours per month.

Is the pastor required to attend all meetings? The pastor is not required to attend all meetings, but the pastor is welcome to attend other meetings.

Think of a time when action had to be taken immediately due to a crisis or disaster. How was this accomplished and who were the key leaders?

In April of 2024, an EF2 tornado with hail tore through the north side of Vanderburgh County. Electrical power was out for thousands of families for days and roads were impassable because of fallen trees and debris. The primary church concern was the structural integrity of our building.

The Building and Grounds Committee (3 individuals) began the initial assessments immediately. The Council was notified of the potential challenges. Members of the Men’s Fellowship cleaned up fallen limbs, downed trees on the grounds and the cemetery.

The Building and Grounds Chairperson was the communicator to the insurance company. He collaborated with the Council Vice-President to better understand the insurance policy and to provide explanations to the Council and congregation. Frequent updates were given to the Council. One roof was completely replaced, along with one-third of the vinyl siding. This project took months to resolve.

Provide a copy of the annual report, constitution, and bylaws to explain the church’s activities and governance.

[St. Peter’s 2024 Annual Report](#)

See Appendix – Attachment A

[2025 Constitution & Bylaws](#)

See Appendix – Attachment B

Congregational Demographics

Describe who participates in your church – 2024 Data.

Number of Active Members	80
Number of Active Non-members	4
Total Church Participants	84

Are these numbers estimates? Yes

Percentage of Total Participants who have been in the church:

More than 10 Years	91%
Less than 10 Years, more than 5 Years	4%
Less than 5 Years	5%

Are these numbers estimates? No

Participants by Age (Members and Non-members)

Age Range	Nu.
0 – 11	2
12 – 17	6
18 – 24	5
25 – 34	3
35 – 44	1
45 – 54	15
55 – 64	7
65 – 74	21
75+	29

Are these numbers estimates? No

Percent of Adults in Various Household Types:

Single Adults Under 35 Years of Age	11%
Households with Minors	11%
Single Adults Between 35 – 65 Years of Age	14%
Joint Households with No Minors	33%
Single Adults Over 65 Years of Age	31%

Are these numbers estimates? No

Education Level of Adults by Percentages

High School	53%
Trade School	5%
College	27%
Post College	15%
Specialty	0%

Are these numbers estimates? No

Employment Types of Adults by Percentages

Adults Employed	42%
Adults Not Fully Employed	4%
Adults Retired	54%

Are these numbers estimates? No

Describe the range of occupations amongst employed adults in the congregation.

The employed members of our congregation represent multiple occupations in 2024. Several members are in administrative roles in the Evansville Vanderburgh School Corporation, local government, University of Southern Indiana, and various businesses in Evansville.

Marketing, IT, teaching, healthcare, banking industry, journeyman machinist, electrician and business owner are also careers of our employed members.

Describe the mix of ethnic heritages in your congregation and the overall racial make-up.

Most of our members are from western European descent, with a large majority having German ancestors.

Most UCC congregations tend to describe themselves as diverse. Yet the vast majority are mono-cultural. What does diversity mean in your context?

There is minimal racial diversity within the neighborhood surrounding St. Peter’s and our membership is primarily Caucasian. That said, we do have other types of diversity. Our diversity makes itself known by our different political, social, and religious views. Some of our members have strong, deep roots with multiple generations attending our church. Others are first generation members. This congregation is working hard to move closer to justice, inclusiveness, and love of neighbor, even with our diversity.

Has your congregation recently had a conversation about welcoming diversity?

In September, 2023, the leadership of St. Peter’s participated in the Welcoming Diversity: An Inventory for Congregations survey. The results of the survey demonstrate that we have much to learn about racial and ethnic diversity. Our highest score reflected how our worship service and sermons inspire us to a greater understanding for the diversities of God’s people. Our current outreach ministries give us opportunities to engage and meet people of different socio-economic and ethnic backgrounds.

This year the congregation approved revised membership language in the bylaws which reads: “membership is open to all without regard to race, ethnicity, gender, economic status, mental health, diversity of ability, sexual orientation, language, national origin, age, or marital status.”

Participation and Staffing

List the ways of gathering, how many of these events occurred in designated year, attendance, and who planned and was responsible for the event.

Ways of Gathering	Number of Events in 2024	Attendance Each Event	Who plans the gathering
Adult Groups or Classes – Who Is My Neighbor, Marriage Equality	4	15 – 25	Pastor, Search Team
Baptism	-	-	Pastor
Children Groups or Classes	12	1	SS Teachers (2)
Blue Christmas, Christmas Eve, and Easter	3	15 – 100	Pastor, Choir Director, Organist, Tech Team
Church Wide Meals – 150 th Anniversary St. Peter’s UCC	1	50 – 70	Council, Anniversary Team (4)
Choir and Music Groups	27	12	Choir Director, Organist, Worship and Music Committee
Church Based Bible Study – Lenten study	5	15 – 20	Pastor
Communion – served monthly	12	35 – 100	Pastor, Council Members (4)
Community Meals – UCS Monthly Lunch and Sister Joanna’s Table	16	75 – 110	UCS Team (2)
Confirmation – Class began 2024	1	5	Pastor and Mentors (5)
Drama or Dance	-	-	
Flu and Covid Vaccine Clinic	1	70	Parish Nurses (3)
Fund Raisers – Garage Sale, Fall Festival, Burgoo	3	15 - 50	Council (9), Garage Sale Committee (4) Fall Festival Committee (7), Burgoo Committee (6)
Funerals	3	30 – 60	Pastor
Funeral Dinners	3	25 – 60	Guild President, Helpers (6)
Intergenerational Groups	-	-	
Men’s Fellowship	7	7	Men’s Fellowship President
Outdoor worship	-	-	
Prayer or Meditation Groups	-	-	
Public Advocacy Work	4	10 -20	CAJE Co-directors (2)
Retreats	1	10	Pastor
Theology or Bible Programs in Community – Wesselman Woods	1	10	Pastor
Weddings	-	-	Pastor
Women’s Guild	9	10	Guild Officers (4)
Worship, Digital, Online, Livestream	52	3 – 12	Technology Team (3)
Young Adult Groups	-	-	
Youth Group or Classes	-	-	

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

St. Peter's may be a small church, but we are active and engaged with our congregation and the wider community. We offer multiple ways to volunteer for outreach ministries with minimal routine faith formation opportunities. Many of our activities and fund raisers are facing sustainability pressures that will need to be addressed soon, if we are to continue the level of engagement we currently experience.

Staff Position	Compensation/ Hours per Week	Supervised by	Length of Tenure
Office Administrator	10 Hours/ Week	Council	2 ½ Years
Choir Director	4 Hours/Week	Worship & Music Comm/ Council	37 Years
Organist	4 Hours/Week	Worship & Music Comm/ Council	37 Years
Sexton	5 Hours/Week	Building and Grounds Comm	2 ½ Years

After reviewing the staff, what challenges in your ministry do you see?

The most vulnerable staff positions are the choir director and organist (a married couple) who have served St. Peter's for thirty-seven years. Presently they lead the music program three of four Sundays per month. We are exploring different forms of music. The shortage of skilled musicians who play sacred music is real. This is an ongoing project for the Worship and Music Committee

Worship Time:

Worship Time	Estimation of attendance (In-person and Zoom)	Who Plans the Worship Service?
10:15	35 - 47	Pastor, Organist, Choir Director, Tech Team (3), Administrator

List all members who are ordained or hold lay ministerial standing:

Name	3Way - 4Way Covenant	Ministry Setting	Type ministry role
Brian Buschkill	3 Way	Church	Pastor
Georgia Chambers	4 Way	Hospital	Chaplain
Michelle Freeman	No covenant presently	Seeking	Pastor

Church Finances

Current Annual Income, dollars used during most recent fiscal year (2024)

2024 Income by Source	Amount
Annual Offering and Pledged Giving	\$119,688
Endowment proceeds	0
Endowment draw	0
Fundraising events	42,163
Gifts designated for a specific purpose – Capital, First Fruits, B&G, Memorial, all Special Offerings (budgeted and nonbudgeted), Parish Nurse Ministry	11,732
Grants - Website Grant from Centers for Congregations	1,850
Facility rental	0
Rental property	13,360
Support from related organizations	200
Total	\$188,993

2024 Expenses	Amount
Total Expenditures – Budgeted and Unbudgeted	\$137,711

Source – St. Peter’s UCC Statement of Activity 12 Months Ending 12/31/2024.

[2025 Approved Budget Detail](#)

See Appendix – Attachment C

[St. Peter’s 2025 Budget for Approval](#)

See Appendix – Attachment D

Considering total budgeted expenses for the year (2025), compare total ministerial support. What is the percentage?

The Pastor’s Compensation accounts for approximately 51% percent of our annual budgeted expenses in 2025.

Has your church ever failed to meet a financial obligation to a pastor? 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)

In 2024, St. Peter’s was “5 – 5”.

OCWM – Yes

One Great Hour of Sharing – Yes

Strengthen the Church – Yes

Neighbors in Need – Yes

Christmas Fund - Yes

In what way is OCWM (Basic Support) gathered?

A portion of the OCWM contribution is included in the annual St. Peter's budget. The pastor and the Generosity Chair (Council position) share mission moments on OCWM, prior to the OCWM offering collection. The OCWM offering is combined with the budgeted amount and often the total exceeds the budgeted projection. This financial commitment is not a percentage of our total operating budget.

If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

The budgeted OCWM giving for 2025 accounts for approx. 1% of our annual budgeted expenses.

What is the church's current indebtedness?

St. Peter's UCC (Highland) has no current debts outstanding.

Capital Campaigns

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.

In 2017, St. Peter's began a three-year capital campaign called Build the Vision. This campaign was the culmination of our 2012 Visioning process. It had three primary goals: facility refurbishment, a long-term maintenance fund, and to retire the adjoining property mortgage.

Our goal was to raise \$220,000 over three years. Due to the Pandemic, the campaign was extended one year. The final financial outcome of this campaign was approximately \$208,000; we reached 95% of our financial goal. At the end of 2024, there remains \$56,000 in a secure account for capital improvements.

The outcomes of this campaign closely met the primary goals. The physical integrity of the facility and handicap accessibility were enhanced. A renewed sense of community was evident within the congregation. Confidence grew and spiritual faith deepened because we executed a successful campaign.

Describe the prominent mission component involved in the most recent capital campaign.

A designated mission component was not selected in the 2017 campaign. After the renovations were completed, we were able to offer our church to outside organizations who needed a safe place to meet. We continue to offer the facility to outside organizations. A Girl Scouts Troup meets biweekly during the school year. Prior to COVID, a member coordinated a community "game night" once a month, but this activity ended in 2023.

Church Assets

Does your church have an endowment? No

Other Assets (Cash, Savings and Short-term Investments)	12/31/24
General Checking	\$129,163.11
Building and Grounds Checking	10,869.98
Property Checking	17,824.00
Capital Campaign Checking	56,954.10
First Fruits Savings	7,290.20
Certificates of Deposit (3 short-term CDs w/staggered maturities)	157,630.01
Total Cash, Savings and Short-term Investments	\$379,731.40

Describe all buildings owned by the church.

St. Peter's UCC (Highland) is located at 7014 Darmstadt Road, in a quiet, suburban area, in Evansville, Indiana. Built in 1884, the primary worship area is a 1,650 square foot sanctuary. The sanctuary is flanked on both sides by stained-glass windows, and seats about 150 people. A balcony, above the rear portion of the sanctuary, is the technology hub.

Attached to the sanctuary is a 1,590 sq. ft. Fellowship Hall, built in 1999, which includes a fully equipped, commercial-style kitchen and two restrooms. This large, open room can seat 125 people. Also on the main level is a large storage closet and a multi-purpose room that can be utilized as an office, nursery, or meeting room. All the first-floor spaces are handicapped accessible.

The second floor of the Fellowship Hall consists of four Sunday School classrooms, two offices, two restrooms, a resource room, and a conference room. The basement, approximately 1,800 square feet, has been professionally waterproofed and is used for storage. The second floor and the basement are not handicapped accessible.

The gravel parking lot has a capacity for 55-60 vehicles, including three handicapped parking spaces located next to the building. The parking spaces reserved for people with disabilities are paved and connected to the sidewalk/entrances to the sanctuary, fellowship hall, and kitchen.

A small, closed cemetery, a 1200 square foot shelter house, complete with picnic tables, ceiling fans and an attached 420 square foot kitchen are located behind the Fellowship Hall. The connected kitchen is handicap accessible and there is a plan to make the shelter house handicap accessible soon. Also on the property is a playground, two large lawns, and a small pond surrounded by woods.

Next to the parking lot, is a 1,370 square foot, 3BR, 2 bath house, owned by the church and is utilized as rental property. The total acreage owned by the church is 3.63 acres.

Describe non-owned buildings used or rented for the church.

The St. Peter’s congregation only uses the church owned facilities for church related functions.

Accessibility of the building:

Accessibility of the St. Peter’s UCC Sanctuary and Fellowship Hall	Yes	No
Exterior access such as ramps for wheelchair users or people requiring other mobility assistance.	Y	
Accessible parking spaces	Y	
Interior access to different floors for wheelchair users or others with mobility aids – there is an interior ramp between Sanctuary and Fellowship Hall.	Y	
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aides.		N
Access to childcare spaces for wheelchair users and people with other mobility Aids.	Y	
Listening devices in the sanctuary, or wireless technology to connect to hearing Aids.	Y	
Large print bulletins.	Y	
Closed captioning on sanctuary screen and/or livestream.		N
ASL or other language interpreter for worship and meetings.		N
Wheelchair access to bathrooms.	Y	
Quiet room with worship viewing and listening availability.		N
Handrails on all stairs.	Y	
Sound system in sanctuary and other meeting areas.	Y	
Curb Cuts – NA		N
Accessible bathroom on each floor.	Y	
Wheelchair area in sanctuary, other than “front” or “back.”		N

Spaces accessible to wheelchairs

The narrative description of the facility and the Accessibility to Building chart provide this information.

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

St. Peter’s is currently in a solid financial position as supported by the numbers shown above. We have general checking and short-term certificates of deposit that are approximately twice our annual budgeted expenses. Thanks to our Capital Campaign our buildings and facilities are well maintained and fully functional. Our congregation generously supports our local ministries, and we are proud to support the Indiana-Kentucky Conference (IKC) by being a “5 for 5” contributor.

As a congregation we are very transparent about how our money is spent. An annual financial summary is openly reviewed every year at our annual business meeting, in addition to a vote to approve the upcoming year’s budget. Any expenditure over \$5,000 requires congregational approval.

Historical Information

Name one to three significant events that have shaped the identity of your congregation.

In the 1970's, St. Peter's UCC found itself in a difficult situation; it could no longer financially support a pastor. At that time, the Indiana-Kentucky Conference (IKC) offered support funds if a UCC pastor was hired full-time. The leadership of St. Peter's accepted this help and created a covenant agreement with Rev. Linda Frishi-Mouri, one of the first women to be ordained in the IKC. This was a turning point for the congregation. For the first time in our history, a woman was the pastor. She helped the congregation to better understand the relationship between the conference and the local church. She encouraged engagement with the Evansville Tri-State Association (ETSA). We began to have additional fund raisers to sustain our ministry.

St. Peter's received a will bequest of over \$100,000 in 1997. This gift was the beginning of a capital campaign project to rebuild the fellowship hall, refurbish the kitchen, add new bathrooms, classrooms, and offices. We were able to create modern spaces for congregational and community gatherings. It was a time of high energy and excitement.

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

The 2020 Pandemic significantly impacted the congregation. The St. Peter's Council followed the recommendations provided by the Center for Disease Control (CDC), as well as the guidance from the Indiana-Kentucky Conference (IKC). Thanks to a Technology Grant in 2012, our facility was already "internet connected", including a camera and screen in the sanctuary. We quickly moved from in-person worship to Zoom worship by February. Our pastor provided daily devotionals via YouTube. Council meetings and a monthly book club were conducted via Zoom. The pastor and parish nurses had "driveway visits" with homebound members. All other committees and activities stopped meeting. In the fall of 2020, we began providing outdoor worship once a month, utilizing the shelter house and lawn, while Zoom worship continued the remaining Sundays. We continued Zoom worship until August of 2021, when we cautiously returned to the sanctuary each Sunday.

The best description for the effects of the Pandemic is "loss." We lost members who were dissatisfied with the health guidance followed. We lost one member to the disease, and several members and nonmembers drifted from the community. We lost income because of the decrease in in-person worship and the lack of community events. We lost enthusiasm and momentum for events. In the spring of 2022, our pastor resigned after leading us through this historically challenging time.

Five years later, we recognize that there is no going back to pre-pandemic times. Sunday mornings the attendance is approximately 25% less than pre-pandemic times. There are no babies and only one or two small children. Thanks to technology, many of our older members attend Zoom church because of health challenges. Lay leadership is growing. In 2024, there was a noticeable increase in pledging units and pledged amounts. Our finances are solid; we have money to experiment with innovative programs or initiatives. There is an increased interest in social justice and outreach ministries. Fellowship and friendships are stronger due to the Pandemic experience. There is enthusiasm to try new ventures, even though participation is smaller.

What was the most recent conflict your congregation has navigated?

The approach St. Peter's took during the 2020 Pandemic was safety first for our staff and members. A team of experienced healthcare workers, appointed by the Council, crafted a unified plan, following the CDC and Indiana Conference guidelines. The Council supported the plan, and it was not debatable. The Council and the healthcare team were open to questions and provided answers, based upon truth and science. Not all the members and nonmembers supported this approach, and several people left the church and did not return.

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

One challenge we face is that we are an older congregation. Twenty-nine percent of our members are seventy-five years of age or older. These members are the "bedrock" of our congregation. The technology services provided during the Pandemic (access to Zoom) for Sunday service, YouTube videos) were vital connections for all members.

In 2023, we faced several technology issues. The internet connection was unreliable, computer equipment needed upgrades, and volunteers for a strong technological team were needed to provide this service. Due to the complexity of the technology and the financial expense, the Council considered discontinuing these services. After multiple meetings with heart-felt conversations regarding the needs of our home-bound members, the Council made a commitment to resolve the issues and maintain the service. This required financial support and tremendous resolve. There were failures, but slowly, solutions were found, a team was formed, and the service continues.

Thanks to faithful volunteers, home-bound members (who want to participate) are called on Sunday mornings to participate in Zoom Church. The conference call connects them with each other, they can hear the service, without the frustration of connecting to Zoom, or a failed internet connection. Our Zoom Church community is greeted during announcements. The pastor includes them during prayer requests. After the service, there is time for fellowship, led by the volunteer and the pastor participates routinely.

This endeavor has not been easy. It takes tenacious efforts to resolve technology issues, financial commitment, and more volunteers. It is a vital link for our home-bound members and the wider community. This remains a work-in-progress.

Describe your congregation's values and practices when it comes to conflict.

Like any "family," we try to minimize conflict and resolve issues before they escalate. Although we strive to meet the needs and preferences of all members, we recognize that it is not always possible to satisfy everyone.

The St. Peter's Council is the primary decision-making body. We make a point to include all ages and strive to have a wide range of viewpoints represented when selecting who will serve. Committees and ministries are in frequent contact with the Council regarding major decisions and projects.

We encourage open discussion and transparency when making important decisions. For instance, we recently updated our Constitution and By-laws to clarify membership rules and adopt more inclusive and modern language. The revisions were reviewed in a congregational meeting, where everyone had the opportunity to ask questions and at the end of the meeting, a vote was taken to approve or reject the changes. Additionally, during the COVID lockdown, a team of retired and employed healthcare professionals helped determine the best practices for our congregation's safety and welfare. While working through these

issues, the Council communicated regularly and maintained transparency with all members. Leaders also did their best to ensure that everyone had an opportunity to speak their minds, either publicly or privately, so everyone knew their thoughts and opinions were valued.

Ministerial History in the past 30 years

Pastor Name	Years of Service	UCC Standing
Rev. Michael Erwin, Transitional Pastor	2023 – 2025	Yes
Rev. Brian Buschkill	2009 – 2022	Yes
Rev. John Trnka, Transitional Pastor	2005 – 2009	Yes
Rev. Elisabeth Baer	1995 – 2005	Yes
Rev. Iliff, Interim	1994 – 1995	Yes

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

Looking back over the past thirty years, we have been blessed with pastors who have loved the congregation and loved us as a community of faith. There are times when we have failed each other and there are lessons we have learned as a congregation.

We do not always manage abrupt changes well. We want to learn and practice better ways to manage change. We have learned with patience, time, and forgiveness (forgiving ourselves and others), we can continue to be a community of wholeness and healing.

As a congregation, we cannot accept complacency. A healthy congregation has an active partnership with its pastor, sharing workloads and the responsibilities of ministry. As laypeople, we are also called to be Jesus’ witness in the world, and this requires us to give our talents and time to the ministry of the church.

As a congregation, we cannot spiritually grow, without opening our hearts to the Christ-filled message a pastor is sharing each week. Loving our neighbors as ourselves, being inclusive of everyone, and believing that God is “still speaking” are core values we want to demonstrate in our community of faith.

Has any past leader left under pressure or by involuntary termination? No

Has your church participated in a Situational Support Consultation? No

Has a past pastor been subject to a Fitness Review while serving at your church? No

Has a previous minister been a contributor of conflict following their tenure as pastor? No

Who Is Our Neighbor?

Community Vision

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

This past year (2024), St. Peter's made evident "care for our neighbor" by participating in six community ministries: CAJE (Congregations Acting for Justice and Equality), Central High School Ministry, SAWS (Servants at Work), UCS (United Caring Services), Grandin Evolution, and Sister Joanna's Table. We also participated in global ministries with our offerings to CWS (Church World Service) and the Five for Five UCC Offerings.

Describe our participation in association, conference, and national settings.

St. Peter's is a member of the Evansville Tri-State Association (ETSA), one of seven associations within the IKC. The ETSA provides the monies to participating churches who prepare and offer a complete lunch at Sister Joanna's Table, a feeding ministry in Evansville, Indiana. St. Peter's participates in this ministry. The ETSA also coordinates the delivery of mission supplies to the Church World Service (CWS) Organization, and we contribute school kits. Members attend the annual ETSA meeting and support activities. The ETSA also sponsors a monthly meeting for the clergy of this association. The St. Peter's clergy participate in this event.

The St. Peter's Congregation is in a covenant-relationship with the Indiana-Kentucky Conference (IKC). Monies are pledged annually to the Our Churches Wider Mission (OCWM). The Council encourages delegates (pastor and member) to attend the IKC Annual Gathering and pays all expenses for the delegates. Members have served on the IKC Board of Directors in the past. The IKC offered communion training for the Parish nurses and immigration education in 2024, and members participated in these events.

In the past our pastor has been a delegate to the biannual Synod Meetings, sponsored by the national UCC and the Council has supported his/her attendance. Laity have not attended this national meeting in recent memory.

How does your church engage with the community organizing movements in your community?

In 2021, St. Peter's joined CAJE (Congregations Acting for Justice and Equality). This organization consists of approximately twenty-six congregations (many denominations and faiths) united to support justice ministries within Vanderburgh, Posey, and Warrick Counties. This organization has been the catalyst for the St. Peter's Justice Ministry Team. Two of our members lead the St. Peter's group and both serve on the CAJE Board of Directors. Our justice team is growing because there is genuine interest and concern for the social issues that affect our community and our neighbors.

Is your congregation interested in working toward any of the statements of witness in the near future?

One out of every four adults will have a mental health diagnosis each year. The Parish Nurse Team has a strong interest in sponsoring the WISE (Welcoming, Inclusive, Supportive and Engaged) certification for St. Peter's. This endeavor would be a catalyst for more inclusivity, help us better understand mental illness, and help us embrace all our members.

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

St. Peter's shares Lenten and Blue Christmas services with Bethany Christian Church, Disciples of Christ Church within our immediate neighborhood. The 2024 Confirmation class attended services at the Adath B'Nai Israel Temple in Evansville. We are open to developing stronger relationships with our brothers and sisters of different faith traditions.

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.

The 2024 Mission Statement reads: *We are a dedicated group of Christian disciples, committed to living out the gospel of Jesus Christ through Growing in Faith, Caring for our Neighbors, and Building Community.*

We are a small congregation with a limited number of members to lead and coordinate the organizational needs of a church as well as volunteer for outside community needs. We now have several members volunteering and participating in boards that oversee several not-for-profit organizations. These members often speak of the blessings and grace they receive from these activities and in turn share this with the congregation. There is room for improvement, and we are committed to continuing to pursue outside opportunities to better serve our neighbors.

Reflect on the scope of work assigned to your pastor. How is their community ministry and their ministry of the wider church accounted for within the congregation's expectation of time?

Our expectation is that the pastor's first responsibility will be to the members of St. Peter's. Community engagement is included in the scope of work for a three-quarter time pastor, and it will be a collaboration with the Council.

MissionInsite Reflection

Comment on your congregation's MissionInsite Report with data for your neighborhood. What trends and opportunities are shown?

St. Peter's decline in active members is a direct reflection of the decreased involvement in organized religion seen in the surrounding area. However, we still believe that we can meet many of the needs that were noted in the MissionInsite survey and materials. People in this area hold strong beliefs about the importance of family and community, while expressing a continued belief in a loving God, even if they are not currently active in church.

Our ministry and programs already meet many of the recommendations listed in the MissionInsite Priority Report. We are a warm and friendly congregation with programs that provide opportunities for deep personal relationships. We also have a long history of traditional worship services and quality sermons that we believe would be seen as attractive to anyone looking for a new home church.

How do your congregation's internal demographics compare to the neighborhood adjacent to your church or other neighborhoods with which your church connects?

St. Peter's lack of ethnic and racial diversity reflects our surrounding community. The MissionInsite report noted that approximately 90% of the residents within our area are White Non-Hispanics with approximately 97% speaking only English in their homes.

Our congregation population is significantly older than the surrounding community. Approximately 57% percent of our congregation is 55 years or older, compared to only 30% of the residents in the surrounding area.

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

St. Peter's is in an economically diverse area just outside the Evansville city limit, and we make a point to look for ways to serve our immediate neighbors where possible. We have volunteers who continually work with youth at a nearby mobile home community (Grandin Evolution), and we have recently started a new mission project with nearest public high school (Central).

We also strive to serve others throughout the wider community and regularly travel to meet the broader community's needs. Our volunteers serve meals in the downtown Evansville area for people struggling to find food and shelter, and our wheelchair ramp mission (SAWS) regularly helps people throughout much of Southern Indiana.

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

When we talked to local community leaders in 2024, we learned that we are primarily known for our annual fundraisers (kuchen and burgoo). Many of them recognized us as the "small white church at the bend in the road." We are working hard to make sure that we are known as a congregation where outreach and engagement happen, despite our smaller size.

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

Many new members and nonmembers share their surprise and awe when they hear about the multiple ministry opportunities St. Peter's offers. Leaders of the ministries often personally invite new members to participate in an event. Preparing lunch at United Caring Services, building a ramp, visiting a home-bound member can be a life-changing event and many new volunteers have expressed this sentiment.

References

Merna Peden, Director of the Grandin Evolution, a social and educational program for families within the Grandin Mobile Home Community

812.455.3783

mernapeden@gmail.com

[Merna Peden Reference Letter](#)

See Appendix – Attachment E

Rev. Michael Erwin, Transitional Pastor for St. Peter’s UCC and Executive Director of Good Samaritan Home, Inc.

812.250.9399

mberwin@gmail.com

[Rev. Michael Erwin Ref Letter](#)

See Appendix – Attachment F

Ryan Rigg, Executive Director of United Caring Services

812.422.0297

[Ryan Rigg Ref Letter](#)

See Appendix – Attachment G

Closing Thoughts

Closing Prayer

Scripture: 2 Timothy 4:2, "Preach the word; be ready in season and out of season; reprove, rebuke, and exhort, with complete patience and teaching."

God, we pray that our new pastor will preach with clarity and wisdom that will touch hearts and transform lives. May their words be fruitful in reflecting your glory and truth that reach us where we are. We ask that you equip our new pastor with humility and a servant heart to lead us to grow in our faith and love of You.

Amen.

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 the 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 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 Church Profile?

The Search Committee and our Church Council, with input from our members.

2. Additional comments for interpreting the profile:

Signed:

Cheryl Whitmore, Search Committee Co-Chair

Date 11/4/25

Kurt Simpson, Search Committee Co-Chair

Date 11/4/25

Appendix

[Attachment A – 2024 Annual Report](#)

[Attachment B – Constitution and Bylaws](#)

[Attachment C – 2025 Budget Detail](#)

[Attachment D – 2025 Budget Presentation](#)

[Attachment E – Reference Letter – Merna Peden, Grandin Evolution](#)

[Attachment F – Reference Letter – Rev. Michael Erwin, Transitional Pastor](#)

[Attachment G – Reference Letter – Ryan Rigg, United Caring Services](#)

*St. Peter's
United Church of Christ*

*7014 Darmstadt Road
Evansville, IN 47710*

2024 Annual Report



Phone #: 812-909-4391

Email: saintpetershighland@gmail.com

St. Peter's United Church of Christ

Established 1884

Mission Statement

*We are a dedicated community of Christian disciples
Committed to living out the gospel of Jesus Christ through:
Growing in Faith
Caring for our Neighbors, and
Building Community.*

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Men's Fellowship

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St. Peter's United Church of Christ

2024 Church Employees

Rev. Michael Erwin, Transitional Pastor
Barbara Sprinkle, Organist
Richard Sprinkle, Choir Director
April Johnson, Church Secretary
Lakota IronRope-Pohlars, Custodian

2024 Church Council

Kristen Hobbs, President
Rose Gentry, Vice President
Jerry Schapker, Treasurer
Julie Ryder, Financial Secretary
Debra Herke, Secretary
Sharon Durkee, Generosity
John Whitmore, Building & Grounds,
Brett Vaught, Building & Grounds,
Susan Rudisill, Building & Grounds

2025 Church Employees

Rev. Michael Erwin, Transitional Pastor
Barbara Sprinkle, Organist
Richard Sprinkle, Choir Director
April Johnson, Church Secretary
Lakota IronRope-Pohlars, Custodian

2025 Church Council

Kristen Hobbs, President
Rose Gentry, Vice President
Kurt Simpson, Treasurer
Julie Ryder, Financial Secretary
Debra Herke, Secretary
Mike Hobbs, Generosity
Bub Newman, Building & Grounds
Brett Vaught, Building & Grounds
John Whitmore, Building & Grounds

Attachment A - 2024 Annual Report
2024 Transitional Pastor's Report

Alone we can do so little; together we can do so much.

– Helen Keller

Reflecting on the past year, I am struck by the resilience, commitment, and hope that define St. Peter's UCC Highland. It is a privilege to serve as your Transitional Pastor, walking alongside you as you navigate this season of change together. Thank you for the trust and faith you have placed in me as we prepare for the next chapter in the life of this church. I am humbled and motivated everyday by the responsibility you have entrusted to me.

In 2024, we have made significant strides in preparing the congregation for a new pastor. The Bridge Team has completed its work faithfully, and the new Search Committee has begun writing the Church Profile. The profile will soon be distributed to pastors seeking a new call, and we can be confident that God is already preparing the heart of the one who will answer. Keep praying!

In addition, the Church Council and the Church Review Team have been hard at work considering adjustments to the bylaws, policies, and infrastructure. These efforts will ensure that the church will be ready to tackle new opportunities and challenges alongside the incoming pastor. Their hard work represents a deep commitment to laying a strong foundation for the future.

We also celebrated the addition of two new ministries last year. Sister Joanna's Table is a Saturday feeding ministry hosted by St. Paul's Episcopal. Six times per year, the UCC churches in our area join together to provide a meal there. And you took on a new initiative of building relationships and supporting the work of the staff and students at Central High School. Kudos to St. Peter's – you're still on the move!

I want to extend my heartfelt gratitude to the staff who work to make ministry possible at St. Peter's. Dick and Barb Sprinkle are ever faithful to the music ministry and our worship life together depends on their musical talents and love for this church. Lakota Ironrope works hard each week to ensure that your building is ready to receive members and guests alike. April Johnson provides exceptional administrative leadership with energy and insight, taking on new responsibilities with enthusiasm.

To all of the members of both the Bridge Team and the Search Committee, and their leader, Cheryl Whitmore; to the Church Council and its officers – Kristen Hobbs (President), Rose Gentry (Vice-President), Debra Herke (Recording Secretary), and Jerry Schapker (Treasurer) – many thanks for your service. I am especially grateful for Jerry, Sharon Durkee, and Susan Rudisill who have ended their terms on the Council. Thank you all for your passion and perseverance.

This year has reminded me of the profound faithfulness of the members of this congregation. You have embraced the challenges of transition with grace and courage, and your commitment to God's mission is evident in all you do. Clearly, the Holy Spirit is at work among you.

As we enter 2025, I am drawn to the words of Ephesians 4:15-16:

Speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love.

This scripture will serve as our guiding theme for the coming year. It challenges us to grow – not only individually but as a united body of Christ. We are reminded of our shared responsibility to nurture both our personal faith and our collective mission as a congregation. Growth happens when we engage deeply with one another, offering grace, speaking truth, and building meaningful relationships that encourage us to move closer to Jesus and his vision for the church. This year, let us focus on fostering a spirit of unity and love that binds us together, equipping us to face challenges and embrace opportunities as one body in Christ.

With hope and faith in the pioneer and perfecter of our faith, trusting in the One who knits us together and equips us for every good work, may we continue to Grow in Faith, Serve our Neighbors, and Build Community in all we do.

Rev. Michael Erwin

Presidents Annual Report

As I sit here writing this annual report and reflect on the past year I am once again amazed at how God is Still working through St Peter's UCC.

We continue through this time of transition and continue to thrive as a Small Church. The Bridge team finished their work and have transitioned to the Search Team. A Church structure team formed and tackled updating our Constitution and By-Laws. We continued to support our many outreach missions including SAWS, UCS, and Grandin and added two more, Sister Joanna's Table and Central Team. We had three very successful fundraisers, The Annual Yard Sale, Fall Festival and Burgoo. We received three new members who are a blessing to our congregation. We celebrated 150 years of being St Peter's Highland UCC! The Church Council has tackled many tough conversations and decisions and are prayerfully working to continue these conversations. We have had challenges, but we have faced them head on and we aren't just surviving, we are thriving. I can't thank the Congregation enough for stepping up and caring for our Church and our Future.

God is not done working through us to spread His Word and Love. St Peters has a bright future.

Peace,

Kristen Hobbs Council President

ST. PETERS UNITED CHURCH OF CHRIST
Statement of Financial Position Comparison
As of December 31, 2024

	As of Dec 31, 2024	As of Dec 31, 2023 (PY)	Change	% Change
1 ASSETS				
2 Current Assets				
3 Bank Accounts				
4 10000 General Checking ONB	129,163.11	189,394.69	(60,231.58)	-31.80%
5 10100 Building and Grounds Checking	10,869.98	1,321.21	9,548.77	722.73%
6 10200 Rental Property Checking	17,824.00	32,109.25	(14,285.25)	-44.49%
7 10300 First Fruits Savings Account	7,290.20	6,648.55	641.65	9.65%
8 10400 Capital Campaign Checking	56,954.10	54,292.88	2,661.22	4.90%
9 Total Bank Accounts	222,101.39	283,766.58	(61,665.19)	-21.73%
10 Other Current Assets				
11 12300 Certificates of Deposit			-	
12 12310 CD First Federal (2507)	-	10,613.63	(10,613.63)	-100.00%
13 12311 CD Union Fidelity 1104 matures 11-15-2025	28,134.39		28,134.39	
14 12320 CD First Federal (2531)	-	10,676.15	(10,676.15)	-100.00%
15 12330 CD First Federal (2564)	-	5,338.04	(5,338.04)	-100.00%
16 12340 CD United Fidelity 605726 Matures 09-24-2025	104,495.62		104,495.62	
17 12345 CD United Fidelity 5.25% APY Property Acct	25,000.00		25,000.00	
18 Total 12300 Certificates of Deposit	157,630.01	26,627.82	131,002.19	491.97%
19 Total Other Current Assets	157,630.01	26,627.82	131,002.19	491.97%
20 Total Current Assets	379,731.40	310,394.40	69,337.00	22.34%
21 TOTAL ASSETS	379,731.40	310,394.40	69,337.00	22.34%
22 LIABILITIES AND EQUITY				
23 Liabilities				
24 Current Liabilities				
25 Other Current Liabilities				
26 24000 Payroll Liabilities	-	-	-	
27 24020 Federal Taxes (941/943/944)	-	1,063.35	(1,063.35)	-100.00%
28 24050 IN - Counties Tax	-	28.61	(28.61)	-100.00%
29 24060 IN Income / Local Taxes	-	219.84	(219.84)	-100.00%
30 24100 Annuity Contribution	-		-	
31 Total 24000 Payroll Liabilities	-	1,311.80	(1,311.80)	-100.00%
32 Total Other Current Liabilities	-	1,311.80	(1,311.80)	-100.00%
33 Total Current Liabilities	-	1,311.80	(1,311.80)	-100.00%
34 Total Liabilities	-	1,311.80	(1,311.80)	-100.00%
35 Equity				
36 30000 Opening Balance Equity	157,182.25	157,182.25	-	0.00%
37 31300 Perm. Restricted Net Assets	-	-	-	
38 32000 Unrestricted Net Assets	151,657.43	97,863.29	53,794.14	54.97%
39 Net Revenue	70,891.72	54,037.06	16,854.66	31.19%
40 Total Equity	379,731.40	309,082.60	70,648.80	22.86%
41 TOTAL LIABILITIES AND EQUITY	379,731.40	310,394.40	69,337.00	22.34%

ST. PETERS UNITED CHURCH OF CHRIST
Statement of Activity
Budget vs. Actual for 12 Months Ending 12-31-2024

	12 Months			
	<u>Actual</u>	<u>Budget</u>	<u>Over/(Under)</u> <u>Budget</u>	<u>% of</u> <u>Budget</u>
1 Revenue				
2 40000 Fund Raisers	-	27,000.00	(27,000.00)	0.00%
3 40010 Burgoo	9,380.00	-	9,380.00	
4 40020 Fall Festival	28,352.43	-	28,352.43	
5 40025 Fall Festival Donation	570.00	-	570.00	
6 Total 40020 Fall Festival	28,922.43	-	28,922.43	
7 40030 Rummage Sale	3,860.25	-	3,860.25	
8 Total 40000 Fund Raisers	42,162.68	27,000.00	15,162.68	156.16%
9 41100 Building & Grounds Offering	2,605.00	-	2,605.00	
10 41200 Capital Campaign	3,000.00	-	3,000.00	
11 41210 Capital Campaign Pledges	-	-	-	
12 Total 41200 Capital Campaign	3,000.00	-	3,000.00	
13 41300 First Fruits Offering	870.00	-	870.00	
14 41500 Memorial Income	570.00	-	570.00	
15 41600 Offering	119,688.10	105,600.00	14,088.10	113.34%
16 41650 Miscellaneous Receipts (Insurance, other)	13,596.34	-	13,596.34	
17 41700 Other Offerings-BUDGETED				
18 41705 CAJE Offering	-	200.00	(200.00)	0.00%
19 41707 Evansville Tri-State Association (ETSA)	-	300.00	(300.00)	0.00%
20 41713 Habitat for Humanity	-	150.00	(150.00)	0.00%
21 41715 Crop Walk Offering	-	100.00	(100.00)	0.00%
22 41716 United Caring Services Operational Support	-	800.00	(800.00)	0.00%
23 41721 Our Church's Wider Mission (OCWM)	193.00	1,550.00	(1,357.00)	12.45%
24 41723 Servants at Work (SAWS) Program	630.00	300.00	330.00	210.00%
25 Total 41700 Other Offerings-BUDGETED	823.00	3,400.00	(2,577.00)	24.21%
26 41800 Special Offerings-NON-BUDGETED	-	-	-	
27 41803 Sunday School	14.00	-	14.00	
28 41804 United Caring Services (UCS) Lunch	675.00	-	675.00	
29 41806 Women's Guild	200.00	-	200.00	
30 41807 Church World Services (CWS)	20.00	-	20.00	
31 41808 Family in Need	280.00	-	280.00	
32 41811 Neighbors In Need (NIN)	286.00	-	286.00	
33 41812 One Great Hour of Sharing (OGHS)	305.00	-	305.00	
34 41813 Strengthen the Church (STC)	401.00	-	401.00	
35 41814 Christmas Fund offering	365.00	-	365.00	
36 41815 Disaster Relief	568.00	-	568.00	
37 Total 41800 Special Offerings-NON-BUDGETED	3,114.00	-	3,114.00	
38 42000 Rental Receipts	13,360.00	13,360.00	-	100.00%
39 44000 Reimburse NSF Fees	11.00	-	11.00	
40 44005 Grant Receipts	1,850.00	-	1,850.00	
41 Vision Support	-	-	-	
42 45000 Parish Nurse Program	625.00	-	625.00	
43 45010 Prayer Shawl Ministry	125.00	-	125.00	
44 Total 45000 Parish Nurse Program	750.00	-	750.00	
45 45020 Technology Fund	200.00	-	200.00	

ST. PETERS UNITED CHURCH OF CHRIST
Statement of Activity
Budget vs. Actual for 12 Months Ending 12-31-2024

	12 Months			
			Over/(Under)	% of
	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	<u>Budget</u>
46 Total Vision Support	950.00	-	950.00	
47 Total Revenue	202,600.12	149,360.00	53,240.12	135.65%
48 Gross Profit	202,600.12	149,360.00	53,240.12	135.65%
49 Expenditures				
50 60000 Bank Service Charges & NSF	87.00	-	87.00	
51 60150 Interest Expense	4.48	-	4.48	
52 60200 BUDGETED EXPENSES				
53 60201 MISSION & OUTREACH				
54 60202 CAJE	200.00	200.00	-	100.00%
55 60203 CROP Walk	-	100.00	(100.00)	0.00%
56 60204 Evansville Tri-State Assoc UCC (ETSA)	300.00	300.00	-	100.00%
57 60205 Habitat for Humanity	150.00	150.00	-	100.00%
58 60206 Our Church's Wider Mission (OCWM)	1,743.00	1,550.00	193.00	112.45%
59 60207 Servants at Work (SAWS)-	625.00	300.00	325.00	208.33%
60 60208 United Caring Services - Operational Support	800.00	800.00	-	100.00%
61 Total 60201 MISSION & OUTREACH	3,818.00	3,400.00	418.00	112.29%
62 60300 OPERATING EXPENSES				
63 60301 Gas and Electric Expense	4,378.83	6,000.00	(1,621.17)	72.98%
64 60302 Flowers & Gifts	341.19	500.00	(158.81)	68.24%
65 60303 Insurance - Property	14,473.00	14,120.00	353.00	102.50%
66 60304 Kitchen, Restrooms, & Nursery Supplies	96.21	450.00	(353.79)	21.38%
67 60305 Miscellaneous Expense	1,572.41	200.00	1,372.41	786.21%
68 60306 Music Expense	-	300.00	(300.00)	0.00%
69 60307 Office Supplies	598.60	950.00	(351.40)	63.01%
70 60308 Phone, Internet & Caller ID	1,786.91	1,700.00	86.91	105.11%
71 60309 Postage Expense	377.75	500.00	(122.25)	75.55%
72 60312 Trash Disposal	1,020.00	1,020.00	-	100.00%
73 60313 Stewardship	814.28	250.00	564.28	325.71%
74 60314 Travel Reimbursement	635.88	1,500.00	(864.12)	42.39%
75 60315 VANCO Fees	424.12	500.00	(75.88)	84.82%
76 60316 Water	279.53	250.00	29.53	111.81%
77 60317 Worship Supplies	-	400.00	(400.00)	0.00%
78 Total 60300 OPERATING EXPENSES	26,798.71	28,640.00	(1,841.29)	93.57%
79 61000 PAYROLL RELATED EXPENSES				
80 61105 Child Care Attendant	-	-	-	
81 61110 Choir Director	5,074.00	5,192.00	(118.00)	97.73%
82 61115 Custodian Wages	2,062.50	2,106.00	(43.50)	97.93%
83 61120 Guest Organist	860.00	450.00	410.00	191.11%
84 61125 Guest Pastor	825.00	875.00	(50.00)	94.29%
85 61130 Organist Wage Expense	5,742.00	6,344.00	(602.00)	90.51%
86 61135 Secretary Wage Expense	8,197.00	8,060.00	137.00	101.70%
87 61140 Tech worker	1,054.00	1,768.00	(714.00)	59.62%
88 61200 SS/Medicare Company Expense	1,612.26	1,660.00	(47.74)	97.12%
89 61250 Worker's Compensation Insurance	757.00	773.00	(16.00)	97.93%
90 Total 61000 PAYROLL RELATED EXPENSES	26,183.76	27,228.00	(1,044.24)	96.16%

ST. PETERS UNITED CHURCH OF CHRIST
Statement of Activity
Budget vs. Actual for 12 Months Ending 12-31-2024

		12 Months			
		<u>Actual</u>	<u>Budget</u>	Over/(Under) <u>Budget</u>	% of <u>Budget</u>
91	61300 PASTOR COMPENSATION PACKAGE				
92	Total 61300 PASTOR COMPENSATION PACKAGE	53,352.36	98,319.00	(44,966.64)	54.26%
93	61400 SERVICES	-	-	-	
94	61401 Building & Grounds Budgeted	-	2,500.00	(2,500.00)	0.00%
95	61402 Kitchen Equipment Maintenance	98.00	400.00	(302.00)	24.50%
96	61403 Organ Maintenance	-	400.00	(400.00)	0.00%
97	Total 61400 SERVICES	98.00	3,300.00	(3,202.00)	2.97%
98	61500 TECHNOLOGY	-	-	-	
99	61501 Copier Expense	620.12	1,100.00	(479.88)	56.37%
100	61502 Music License	439.00	300.00	139.00	146.33%
101	61503 Accounting and Payroll Software Expenses	478.51	1,057.00	(578.49)	45.27%
102	61506 Technology/Equipment	516.73	1,000.00	(483.27)	51.67%
103	61507 Video License	697.44	600.00	97.44	116.24%
104	61508 Payroll Processing Expense	827.16	-	827.16	
105	61509 Website Expenses	750.00	-	750.00	
106	Total 61500 TECHNOLOGY	4,328.96	4,057.00	271.96	106.70%
107	61600 VISION & CONGREGATION SUPPORT	-	-	-	
108	61601 Conference/Lay Delegate	325.25	200.00	125.25	162.63%
109	61602 Confirmation	364.93	100.00	264.93	364.93%
110	61603 Pastoral Search Expenses	108.43	500.00	(391.57)	21.69%
111	61615 VBS	-	100.00	(100.00)	0.00%
112	Total 61600 VISION & CONGREGATION SUPPORT	798.61	900.00	(101.39)	88.73%
113	Total 60200 BUDGETED EXPENSES	115,378.40	165,844.00	(50,465.60)	69.57%
114	60400 Non-Budgeted	568.00	-	568.00	
115	60401 Christmas Fund UCC	365.00	-	365.00	
116	60402 Church World Services (CWS)	96.00	-	96.00	
117	60407 Neighbors in Need (NIN)	286.00	-	286.00	
118	60408 One Great Hour of Sharing (OGHS)	305.00	-	305.00	
119	60409 Strengthen the Church (STC)	401.00	-	401.00	
120	60410 United Caring Services (UCS) Luncheon	738.41	-	738.41	
121	60412 Sunday School	33.67	-	33.67	
122	Total 60400 Non-Budgeted	2,793.08	-	2,793.08	
123	62200 Building & Grounds Maintenance	-	-	-	
124	62201 Equipment Maintenance	3,375.00	-	3,375.00	
125	62202 Fire & Safety	210.95	-	210.95	
126	62205 Lawn Care (B&G Account)	1,945.00	-	1,945.00	
127	62206 Maintenance & Repairs	2,166.29	-	2,166.29	
128	62207 Miscellaneous Supplies	288.65	-	288.65	
129	62208 Pest Control	733.00	-	733.00	
130	Total 62200 Building & Grounds Maintenance	8,718.89	-	8,718.89	
131	72000 Fund Raiser Expenses				
132	72001 Burgoo	3,322.70	-	3,322.70	
133	72002 Fall Festival	5,107.32	-	5,107.32	
134	Total 72000 Fund Raiser Expenses	8,430.02	-	8,430.02	
135	73000 Rental Property Expenses				

ST. PETERS UNITED CHURCH OF CHRIST
Statement of Activity
Budget vs. Actual for 12 Months Ending 12-31-2024

		12 Months		
		<u>Actual</u>	<u>Budget</u>	Over/(Under)
				<u>Budget</u>
				<u>% of</u>
				<u>Budget</u>
136	73001 Maintenance	158.00		-
137	73005 Property Taxes	1,954.86		-
138	Total 73000 Rental Property Expenses	2,112.86		-
139	80100 Parish Nurse Ministry Expense	121.22		-
140	Items Not Budgeted			
141	80005 Fall Festival Trailer	44.35		-
142	Miscellaneous	20.98		-
143	Total Items Not Budgeted	65.33		-
149	Total Expenditures	137,711.28	165,844.00	(28,132.72)
150	Net Operating Revenue	64,888.84	(16,484.00)	81,372.84
151	Other Revenue			
152	46002 Interest Income	6,002.88		-
153	Total Other Revenue	6,002.88		-
154	Net Other Revenue	6,002.88		-
155	Net Revenue	70,891.72	(16,484.00)	87,375.72
				-430.06%

2024 Financial Secretary Annual Report

Date	Offering				Other Accounts							
	In Person Attendance	Zoom Call Attendance	YouTube Views	Total Attendance*	Loose	Envelope	Vanco	Total	Building & Grounds	First Fruits	Capital Campaign	Rental Property
January	187	38	45	225	\$2	\$7,638	\$1,802	\$9,442	\$240	\$65	\$25	\$1,030
February	179	32	33	211	\$1	\$7,610	\$1,502	\$9,113	\$260	\$70	\$25	\$1,030
March	279	42	50	321	\$106	\$10,050	\$1,395	\$11,551	\$220	\$90	\$25	\$1,130
April	166	29	39	195	\$55	\$6,349	\$1,220	\$7,624	\$185	\$70	\$25	\$1,130
May	147	26	61	173	\$31	\$7,494	\$1,455	\$8,980	\$225	\$70	\$2,825	\$1,130
June	182	35	61	217	\$21	\$8,955	\$1,220	\$10,196	\$220	\$70	\$25	\$1,130
July	146	33	59	179	\$524	\$5,919	\$1,220	\$7,663	\$135	\$50	\$0	\$1,130
August	164	26	36	190	\$23	\$8,574	\$1,395	\$9,992	\$270	\$110	\$0	\$1,130
September	236	35	95	271	\$272	\$10,106	\$1,220	\$11,598	\$210	\$70	\$0	\$1,130
October	169	23	55	192	\$13	\$7,539	\$1,280	\$8,832	\$170	\$65	\$0	\$1,130
November	170	25	14	195	\$92	\$7,227	\$1,395	\$8,714	\$200	\$70	\$25	\$1,130
December	202	28	NA	230	\$75	\$14,682	\$1,220	\$15,977	\$270	\$70	\$25	\$1,130
Total	2227	372	548	2599	\$1,215	\$102,143	\$16,324	\$119,683	\$2,605	\$870	\$3,000	\$13,360

*excludes YouTube Views

Prepared by Julie Ryder, Financial Secretary

Monthly Rent

BUILDINGS AND GROUNDS 2024 ANNUAL REPORT

The Evansville area experienced a severe storm on April 2, 2024 that caused widespread wind damage throughout the entire area. St. Peter's sustained damage to the west louvered vent on the steeple, south and west fellowship hall vinyl siding, south fellowship hall soffit, gutter and downspout, south facing fellowship hall roof (minor), west window in the pastor's office, all window screens, west burgoo kitchen vinyl siding, rent house back porch downspout and kitchen exhaust fan. Fortunately, all damage was covered 100% by our property insurance with no depreciation. The kitchen exhaust fan was replaced by Perfection Heating and Air. All other building work was completed by Tri-State Roofing and Remodeling. The Men's Fellowship cleaned up all the downed limbs and debris soon after the storm.

The vinyl siding on the south facing hallway didn't sustain storm damage but was getting in poor condition after 40 years of use. It was replaced at the same time as the other vinyl siding at a cost of \$1,810. This was paid by St. Peter's.

We are planning to complete the parking lot and playground upgrades by this summer.

Your continued support of the First Fruits and Building and Grounds funds is much needed and appreciated. These donations help take care of normal ongoing building maintenance costs.

2024 Buildings and Grounds Team -JC Whitmore, Brett Vaught, Susan Rudisill

St. Peter's UCC Highland Health Ministry 2024 Annual Report

In 2024 the Health Ministry completed its 13th year as an active part of the St. Peter's community. Suzie Hobbs, Joanne Klueg and I, Cheryl Whitmore are the nurses; Mike Hobbs is our pharmacist resource. We remain committed to this ministry, and we are blessed to have a congregation who supports our endeavors.

The Annual Flu Clinic was held at St. Peter's this year. Thanks to the support of Paul's Pharmacy, we were able to offer COVID and Influenza Vaccines. We served 70 people, our largest clinic to date and many of the participants received both vaccines. This is a shared event between Bethany Disciples of Christ and St. Peter's. It was a rainy day in September, and we moved the clinic inside the St. Peter's Fellowship Hall. Suzie Hobbs is the scheduler, coordinating families to come at the same time and holding spots for people who can't come until late in the afternoon. The date of 2025 is Monday, September 22nd and will be held at Bethany DOC on Mill Road. **Thank you** for supporting this event; it strengthens our community and demonstrates care for our neighbors.

Caring for our community continues to be the major focus of our ministry. We have several elderly members and friends who may live alone or live in an assisted living facility. These members rely on the St. Peter's community for friendship and support. The parish nurses are in contact with many on a routine basis via telephone or in-person visit. We accommodate them on health care visits, if needed, help them to better understand chronic illness and offer health care resources, when requested. We are blessed to have a transitional pastor who care for the homebound. Rev. Michael schedules visits and sees people when they are in the hospitalized.

This ministry would not be successful without other members who contribute to it. A Big Thanks to the tireless efforts of Jim and Adrienne Jones, and the Tech Team to deliver ZOOM Worship to our shut-ins as well as members who may not be able to attend in-person worship. There are several lay people who also visit our shut-ins. These visits are so important to combat loneliness and isolation. I also want to thank the Women's Guild for their Christmas Plate Project and offering a Funeral Dinner when a member passes. Together, we are a caring community.

In the New Year, the Parish Nurses will sponsor an evening event to learn more about loneliness and isolation, and how it affects our health and well-being. Mark your calendars for Thursday, February 20th, 6PM. Our speaker comes from Southwest Mental Health Center.

Feel free to contact Joanne Klueg (812.455.7536), Suzie Hobbs (812.449.6356) or Cheryl Whitmore (812.455.7536) for any questions regarding health and wellness or to help us grow this ministry.

Again, we thank you for your ongoing support.

Submitted by,

Suzie Hobbs, Joanne Klueg and Cheryl Whitmore

Parish Nurses for St. Peter's UCC Highland

Books and Cooks Book Club Annual Report 2024

We have enjoyed another great year of reading and fellowship. In March of 2025, we will be moving into our 13th year! We have a new member who is such a joy, making a total of 16 ladies.

We continue to meet monthly on the third Thursday at 10:30 am, except for November/December where we have a combined meeting and celebrate the upcoming Christmas season with our book choice and a special lunch. We have decided to keep our meetings at St. Peters where all the ladies feel relaxed and at home.

Here is a list of our 2024 books:

The Storied Life of AJ Fikary by Gabriel Zinn
The Other Einstein by Marie Benedict
Finding Dorothy by Elizabeth Letts
The Measure by Nikki Erlick
The Book Woman of Troublesome Creek by Kim Michele Richardson
Wish You Were Here by Jodi Picoult
The Kindest Lie by Nancy Johnson
Necessary Lies by Diane Chamberlain
The Only Woman in the Room by Marie Benedict
Lessons in Chemistry by Bonnie Garmus
Comfort and Joy, a fable by Kristen Hannah

Respectfully Submitted by:
Sharon Durkee

Women's Guild Annual Report 2024

Another great year of fun and fellowship was made possible by a group of very dedicated and hard-working women!!

We once again provided our delicious Tea Rings, Carrot Cakes and Italian Cream Cakes.

We enjoyed ice cream sundaes in February

Business meetings were held in March and April, along with hosting the ETSA reception.

In August we met at The Log Inn and in September we met at Canton Inn.

We shared many laughs during our annual Halloween Bingo in October.

Kuchen and other baked goods were provided for a successful Country Store during Burgoo in November. We sponsored a paper goods drive.

Gathering for our annual Christmas party, we enjoyed delicious snacks and had a fun time playing Holiday Bingo in December.

In partnership with the Parish Nurses, we ended the year by preparing and delivering Christmas Plates, spreading Holiday cheer.

Donations were made to the Tri State Food Bank and Weekday Christian Education Program.

Thanks to our dedicated officers!

Brenda Schell, President

Julie Ryder, Vice-President

Carol Johnson, Treasurer

Sue Anne Simon, Secretary

St. Peters Womens Guild 2024 Report

Balance December 31, 2023 \$5,009.12

Receipts

Bake Sales	\$	2,089.00	
Country Store	\$	1,196.00	
Dues, donations, & Refunds	\$	80.00	
Total Receipts			\$ 3,365.00

\$ 8,374.12

Outreach

Tri-State Food Bank	\$	100.00	
Evansville Area Communities of Churches	\$	200.00	
Christmas Trays	\$	12.61	
Total Outreach			\$ 312.61

Expenses

Funeral Meals& Flowers	\$	535.63	
Bake Sales Supplies	\$	682.07	
Country Store Change	\$	210.10	
St. Peters UCC/Vectren/Bake Sales	\$	200.00	
Upper Rooms Large & Small	\$	112.22	
Kitchen Equipment	\$	106.99	
Central High School donations	\$	50.00	
Pantry Kitchen Supplies	\$	419.62	
Miscellaneous expenses	\$	90.53	
Gifts & Parties	\$	42.99	
Total Expenses			\$ 2,450.15

Balance as of December 31, 2024 **\$ 5,611.36**

Checking Account Balance as of 12/31/24 \$ 5,446.36

Cash on Hand \$ 165.00

Balance as of December 31, 2024 **\$ 5,611.36**


 Carol Johnson, Treasurer

Men's Fellowship

2024 Annual Report

During 2024, the St. Peter's Men's Fellowship continued to gear back up in activity following years of decreased activity and schedule adjustments coming out of the Covid years. We saw growth in membership and participation this past year.

In the spring, a large group of members mobilized to help with debris removal and cleanup after the April tornado. Special thanks to Brett Vaught for providing equipment to speed along the process.

In September, a group of men volunteered time to help clean-up the grounds in preparation of the 150th Anniversary Celebration. Thank you to J.C. Whitmore and his crew for their hard work to help put our best foot forward for this event.

The Men's Fellowship also spent several hours to work on upgrading the playground, to make this space safer and more welcoming to visitors. That work should be completed early this year.

We also found time for relaxation and fellowship during our annual dinner at the Log Inn, and our meeting and washer tournament held at John Gentry's home in October.

Special compliments go to Roger Schell, Vice President/Treasurer and John Gentry, Secretary, for their continued service as Men's Fellowship officers again this year.

In the coming year, we have new events and projects already planned. We would love to have you join us. The Men's Fellowship meets on the 2nd Thursday of the month with breaks for the summer and December and is open to any male member of the church, friend or family member of a church member.

Faithfully submitted.

Tom Ryder, Men's Fellowship President

2024 Annual Gathering Report

I want to thank the Council for approving me as a delegate to the 2024 Annual Gathering and paying the expenses. I always “receive” more than I give at an annual meeting. The sermons are “spirit led”; the singing and music are inspiring, and the conversations are thought-provoking. Each church was allowed two delegates; Rev. Michael and I were the St. Peter’s delegates.

The meeting dates were Friday, August 23 and Saturday, August 24. It was held at St. Mark’s Evangelical UCC in New Albany. This is the 60th Year as a conference and the theme was The Time is Now. It was a celebratory, annual meeting. Forty-three of the 115 churches within the Indiana Kentucky Conference were represented. Going forward in this report, I may call the conference the “IKC”.

Annual Gatherings always include topics that the churches of the Indiana – Kentucky Conference need to consider, or a committee needs to “report back” their findings or work to the membership. Budgets are created for a two-year time frame, and this was the year to pass the 25/26 Budget for the IKC. There were 3 sessions and 3 motions at this annual gathering.

1) **Reviewing and Voting on the New Authorized Minister Compensation Guidelines.**

Background – More than one-half of the IKC pastors are part-time and many are not receiving paid benefits. The goal of the Compensation Guideline Committee was to create a **minimum** equitable compensation for our pastors.

The new guidelines establish a minimum base hourly rate of \$27. This does not mean that pastors are paid “hourly”, but it does establish a “minimum base rate”, which was not present in previous guidelines. It includes a 1% per year modifier for experience and it includes compensation for community outreach and engagement. **The motion to accept the new guidelines passed** and they will be utilized beginning 2025.

St. Peter’s has worked hard over the past many years to provide a fair and equitable compensation, with full benefits. We are meeting Conference Guidelines with Rev. Michael as our half-time transitional pastor, and we must continue to strive to meet these guidelines going forward.

2) **Review and approval of the 2025 and 2026 Financial Budget of the Indiana Kentucky Conference.**

Background – Each church within the IKC is asked to covenant financial support. Financial support is called OCWM, which stands for Our Church’s Wider Mission. Monies to the conference support conference mission projects, office expenses (including rent), conference staff salaries and benefits, and other monies required to run a non-profit organization. Years ago, 50% of OCWM monies received went to the national UCC church; today it is twelve- and – one - half percent or ¼ of previous conference commitment.

The discussion prior to voting was robust, raising the reality that 30% of IKC churches offer no support to OCWM. Although the 2024 Budget year is not complete, a sizeable deficit is expected. All churches will be asked to increase their 2024 OCWM giving.

The 2025 Budget was presented, with a \$68,500 deficit. The 2026 Budget was presented with a \$40,000 deficit. Deficits are covered by the reserve funds that are available for the conference.

The motion to accept the 2025 and 2026 Budget for the IKC passed.

Within the IKC, there are seven associations. St. Peter’s is in the Evansville -Tri-State Association. There are 21 churches in our association and 8 did not give to OCWM in 2023.

The total giving by the remaining 13 churches was \$89,038. St. Peter’s contribution was \$1,560, which is less than 2% of the total amount given by the Evansville Tri-State Association churches.

3) Open and Affirming Covenant

Background – A resolution of Public Witness Declaring the IKC an Open and Affirming setting of the UCC was made in early 2024. This resolution would be voted on at the Annual Gathering. Association meetings were held this spring to offer updates, as well as for feedback to the conference committee, prior to the annual gathering vote. No motions were accepted, and no votes were taken at those meetings. An open invitation to attend was extended to all members of UCC churches within the associations of the IKC. St. Peter's had 9 members attend this meeting.

A written survey was also sent out to all IKC churches and delegates, with 277 responses.

- a. 90% of the responses support hiring an LGBTQ individual within the conference office.
- b. 87% support IKC becoming an Open and Affirming Conference.

The discussion at the Annual Gathering was robust. Positive support for LGBTQ individuals was voiced. There was also concern from churches who are not ready to consider Open and Affirming designation and how it may affect their relationship with the IKC in the future.

A motion was made for IKC to become an Open and Affirming Conference. Ninety-three delegates voted "yes", 6 voted "no" and, 3 abstained.

What does an Open and Affirming Conference mean? It means that the IKC is a safe place for LGBTQ individuals. The IKC would be inclusive in their staff hiring practices. The IKC can advocate publicly on behalf of the LGBTQ community when it comes to domestic policy and legislation.

What does it "NOT" mean? Individual churches and ministries would not be forced to go through an Open and Affirming process. UCC polity clearly states that individual churches govern themselves and are not bound by Indiana Kentucky Conference or National UCC policy.

Next year we will need to "drive farther" for the Annual Gathering. It will be held at Plymouth UCC, in Ft. Wayne. This concludes my report. If you have questions, please see Rev. Michael or me. I have printed copies in the Narthex.

Respectfully submitted,

Cheryl Whitmore, St. Peter's UCC (Highland) 2024 Annual Gathering Delegate

Church Records 2024

Membership*

Membership – December 31, 2023	139
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2024 Membership Gains:

Confirmation	0
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Confession of Faith/Transfer	4
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Pam Buschkill, Judith Barkhart, Michelle Freeman and Georgia Chambers

2024 Membership Losses:

Death	3
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Transfer	4
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Membership – December 31, 2024	140
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*Includes active & inactive members

Services of the Church

Baptisms	0
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Marriages	0
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Funerals	0
----------	---

Death of Members

Bryan Meeks	2/15/24
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Helen Harvey	7/17/24
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Charleen Neumaster	11/15/24
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Stewardship

Average worship attendance for weekly in church services	43
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Average Worship Attendance for weekly Zoom calls*	7
---	---

Average number of You Tube views for weekly worship service in 2023**	12
---	----

Average weekly offering (these figures exclude Lenten Services)	\$2,274
--	---------

Attendance for Maundy Thursday Service	35
--	----

Attendance at Easter Service	81
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Attendance at 150 th Celebration Service	82
---	----

Attendance at Blue Christmas Service	15
--------------------------------------	----

Attendance at Christmas Eve Service (9 p.m.)	73
--	----

NOTES:

*Zoom attendance represents connections (which might occasionally undercount couples that watch together etc.)

**YouTube numbers are the number of views for each week's videos

2024 Bridge Team Report

The primary task of the Bridge Team in 2024 was to continue to work towards the completion of the Transitional Church Handbook. The work in this handbook requires the St. Peter's Community to answer four questions, Who Are We? Who Is Our Neighbor? Who is God Calling us to Become and What are the Gifts, Skills and Experiences we want in our next pastor? Each question has many parts; thus, it is easy for one question to take several months to complete.

In the winter, we began Question 2, Who Is Our Neighbor? The Bridge Team challenged the congregation to "learn with us" as we formed into 17 Teams that took a defined route to "look at" our neighborhood and our neighbors. We sponsored lunch in February where demographic information was shared. We see "extremes" in our neighborhood, wealth on the north boundary and poverty on the south and south-west boundaries. Reports from government leaders and school principals about the challenges each faces every day in the neighborhood and the schools were shared. Mission information was shared that tells us what people are looking for in a church. A new mission opportunity came out of this discussion, the Central Team. Their purpose is to provide support to teachers and students at Central High School.

In the spring, the work on Question 3, Who Is God Calling Us to Become began. This question challenged us to define our Core Values and write a new Mission Statement. It requires a church to determine the principles it values above all others. We had the information we needed to define our Core Values because of the congregational discussions on Questions 1 and 2, along with written assessments completed by the Council and Bridge Team. In August the Core Values were defined: Growing in Faith, Caring for Our Neighbors and Building Community.

Our New Mission Statement reads: We are a dedicated community of Christian disciples committed to living out the gospel of Jesus Christ through Growing in Faith, Caring for Our Neighbors, and Building Community. You will see this statement on our Sunday bulletins and on our new website, coming in 2025. It should be used as a guide as we move into the future.

In the summer, we also finalized the Rev. Michael's Call Agreement that will end in early July, 2025. We all took time for vacations.

In the fall, we began the transition from a Bridge Team to a Search Team. Mary Ramsey and Jim Jones left the team. Also, Rev. Michael will no longer participate in the meetings. We are immensely grateful for the work and commitment these three people have given to St. Peter's. Rev. Mark McDaniel will continue as our designated coach.

Beginning in January, 2025, the Search Team will begin Question 4, What are the Talents, Skills and Experiences We Want in our new Pastor. Our Search Team consists of Sharon Durkee, John Gentry, Kaleb Herke, Kristen Hobbs (Council President), Suzie Hobbs, Tom Ryder, Kurt Simpson (Co-chair) Dick Sprinkle and me, Cheryl Whitmore (Co-chair). We will also write the St. Peter's Church Profile, which will be used for prospective pastors to learn about our church.

I want to thank Rev. Michael, the Bridge Team and the congregation for caring for this church community. It has been a blessing for me to serve as Bridge Team Chair. We have witnessed "heart-felt" conversations about the goodness of the St. Peter's community. We have also witnessed honest, brave conversations about how to care for our neighbors and build this community. I ask for your continued prayers for the Search Committee and this community as we move into 2025.

Respectfully Submitted,

Cheryl Whitmore, Bridge Team Chair

2024 Mission Committee Annual Report

The St. Peter's congregation was busy supporting mission outreach in 2024. These organizations help support those in need locally, nationally, and internationally.

St. Peter's provided two families from the Grandin Mobile Home Park with a wonderful Christmas. One family of seven and another family of five received multiple gifts. Each family also received a \$150 Ruler Foods gift card. In addition, five \$50 Ruler Foods gift cards and four \$50 Visa gift cards were given to help other Grandin families. A huge thank you to our members and friends who made all this possible.

St. Peter's generously supported other outreach ministries in 2024 such as: CAJE, Evansville Habitat for Humanity, SAWs, Church World Services, Neighbors In need, One Great Hour of Sharing, Strengthening the Church, United Caring Services, Sister Joanna's Table, Our Churches Wider Mission, United Caring Services and CROP Walk. The specific amount donated to each is shown in the annual Treasurer's report.

St. Peter's volunteers also donated food and time to serve a meal every month at United Caring Services. Thanks to Angel Nelson and Julie Ryder for organizing this important local ministry.

Sister Joannah's Table is a new quarterly outreach ministry added in 2024. St. Peter's helps serve a free lunch at St. Paul's Episcopal Church each quarter. Several other local churches also participate.

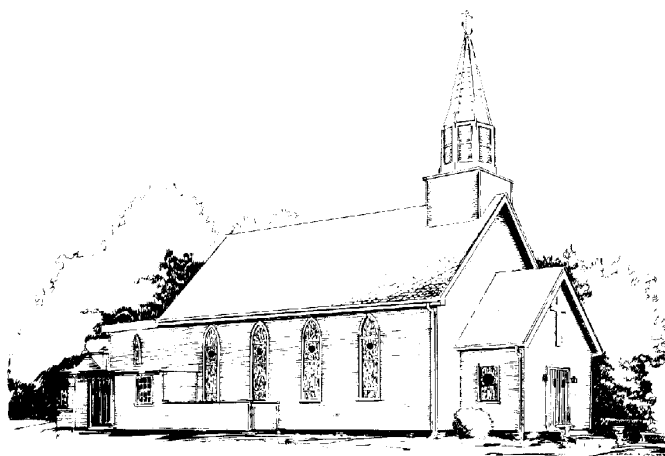
The SAWs program builds wheelchair ramps and handicap steps for low-income people that cannot afford to have one built on their own. The Evansville area SAWs team consists of volunteers from St. Peter's Highland, other local UCC churches, Evansville Bible Church, the Jewish Temple, and other area churches. SAWs Evansville built a record twenty-eight wheelchair ramps in 2024. Donations from local congregations, individuals, Community 1, the Bronstein Foundation, and a partial matching grant from an Indianapolis foundation provided funding to purchase the materials. The St. Peter's congregation donated \$300 to SAWs from the 2024 annual budget. St. Peter's members donated an additional \$300. There are plans to build thirty or more wheelchair ramps in 2025.

Thanks to everyone at St. Peter's who helped support these mission outreach projects this year. Your generosity is outstanding. The Mission Committee welcomes your continued support in the coming year. If you are interested in participating in any of the outreach ministries or serving on the Mission Committee, please let us know.

John and Cheryl Whitmore - Mission Committee Co-Chairs

St. Peter's United Church of Christ

Constitution and Bylaws



CONSTITUTION

Section I: Congregation

Article I. NAME

The name of this church organization shall be and remain Saint Peter's United Church of Christ of Center Township, Vanderburgh County, Indiana.

Article II. PURPOSE

The avowed purpose of this church shall be to worship God, to preach the gospel of Jesus Christ, and to celebrate the Sacraments; to realize Christian fellowship and unity within this church and the Church Universal; to render loving service toward humankind; and to strive for righteousness, justice, and peace.

Article III POLICY

1. This church shall be a part of the United Church of Christ and it shall sustain that relationship to the United Church of Christ described in those portions of the Constitution and Bylaws of the United Church of Christ, adopted and as subsequently amended, relating to local churches.

2. The government of this church is vested in its members who exercise the right of control in all of its affairs, subject, however to Laws of the State of Indiana relating to, not-for-profit or ecclesiastical corporations.

Article IV FAITH AND COVENANT

Faith - This church acknowledges as its sole Head, Jesus Christ, the Son of God and Savior of humanity. It acknowledges as family in Christ all who share in this confession. It looks to the Word of God in the Scriptures, and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. It claims as its own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. It affirms the responsibility of the Church in each generation to make this faith its own. In accordance with the teaching of our Lord and the practice prevailing among evangelical Christians, it recognizes two Sacraments: Baptism, and the Lord's Supper or Holy Communion.

One expression of this faith is the: United Church of Christ's *Statement of Faith In the Form of a Doxology*:

"We believe in you, O God, Eternal Spirit of our Savior Jesus Christ and our God, and to your deeds we testify:

You call the worlds into being, create persons in your own image and set before each one the ways of life and death.

You seek in holy love to save all people from aimlessness and sin.

You judge people and nations by your righteous will declared through prophets and apostles.

In Jesus Christ, the man of Nazareth, our crucified and risen Savior, you have come to us and shared our common lot, conquering sin and death and reconciling the world to yourself.

You bestow upon us your Holy Spirit, creating and renewing the church of Jesus Christ, binding in covenant faithful people of all ages, tongues and races.

You call us into your church to accept the cost of discipleship, to be your servants in the gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at his table, to join him in his passion and victory.

You promise to all who trust you forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, your presence in trial and rejoicing, and eternal life in your realm which has no end.

Blessing and honor, glory and power be unto you. Amen."

Article V. MEMBERSHIP

1. Membership in this church shall be open to any person who has been baptized, has been confirmed, or has made public confession of faith in Jesus Christ as Lord and Savior. In accordance with the gospel covenant which binds into a unity “faithful people of all ages, tongues and races,” membership is open to all without regard to race, ethnicity, gender, economic status, mental health, diversity of ability, sexual orientation, language, national origin, age, or marital status.
2. Members shall pledge themselves to attend the regular worship of the church and celebration of the Lord’s Supper; to live the Christian life; to share in the life and work of the church; to contribute to its support and benevolence; and to seek diligently the spiritual welfare of the membership and the community *of God’s beloved world*.
3. Any member may, on their own request, be granted a letter of transfer certificate of church membership, or a release from their membership obligations. Such request shall be fulfilled by the Pastor and the Council, and the office administrator shall issue the appropriate document.
4. A member whose address has long been unknown or who for a period of two years, in spite of spiritual care, has not attended the church’s worship or contributed to its support, may, by recommendation of the Council and vote of the Council, be removed from the membership roll and placed on an inactive list. If after the expiration of a year, the relationship remains unchanged, the name may be removed from the inactive roll by a further vote of the Council.
5. If a member persistently breaches their covenant vows, the Council, after due notice has been given to them, a hearing before the Council has been offered them, and faithful efforts have been made to bring them to amendment in accordance with the law of Christ, may censure them, or suspend or terminate their membership.

Article VI. GOVERNING BODY

1. The governing body of this church shall be the membership assembled in church meetings. The vote of a majority of members present at or virtually attending the meeting shall be the action of the church. A quorum shall consist of 40 members.
2. The Congregation shall have a minimum of two business meetings each year. An Annual Meeting to be held in January and a Fall meeting to be held in the fourth quarter of the year.
3. Special meetings of this congregation may be called by the Church Council. Furthermore, it shall be the duty of the Church Council to call a special meeting of the congregation upon receipt of written request for such meeting to the Church Council, signed by ten active members. In the latter instance the special meeting shall be held within sixty days after the request is received. Notice of these special meetings shall be distributed to every member family at least ten days prior to the

date of meeting or announced in public service on two consecutive Sundays. The two public announcements shall be no less binding than the written notice.

4. It is the prerogative of the congregational meeting to decide such questions as the buying and selling of property, building projects, extensive repairs of the church property as defined in the Bylaws, the call or rejection of a pastor, election of church officers and questions of the policy of the congregation, as well as changes in the Constitution and Bylaws. For the transaction of all other business, the administration of the church is entrusted to the church council.
5. Voting on all elections and amendments to the Constitution or Bylaws shall be by ballot. Other matters, however, unless a vote by ballot is demanded, may be voted upon by the usual show of hands decision.
6. To carry a motion, except in case of amendments to the Constitution or Bylaws, a majority vote, exceeding half the votes cast, is necessary.

Article VII. CHURCH COUNCIL

1. The Church Council shall be comprised of the pastor(s) and nine members to be elected by the congregation at the Fall meeting. The Pastor(s) are member ex-officio (voice without vote). Terms of office are for three years with one third of the Council being elected each year in order of established continuity.
2. The newly elected members of the Council shall be ordained and installed by the pastor in regular service following their election whereby they pledge the faithful fulfillment of their duties. No officer of the Church can serve unless they have been duly installed.
3. The church Council shall organize itself at its first session after the annual meeting of the congregation and elect from its members: a President, Vice President, Recording Secretary, Financial Secretary, Treasure, Generosity Chairperson, and three Building and Grounds representatives, who become the officers of the congregation.
4. The Church Council shall meet monthly. Special meetings may be called by the President or three members of the Church Council.
5. Six members shall constitute a quorum at all meetings of the Church Council.
6. Vacancies in the council shall be filled by the Church Council for the unexpired term.
7. The Council is empowered to conduct the normal business of the church on behalf of the Congregation.

8. All members are welcome to attend Church Council. If a member wants to introduce a new agenda topic, the council should be informed in advance.

Article VIII. CONCLUSION

1. Proposed amendments to this Constitution shall be presented to the Church Council in writing.
2. A copy of any proposed amendment shall be distributed to all active members at least ten days prior to the date of the congregational meeting.
3. Amendments to this Constitution may be made at any regular or special meeting of the congregation providing they receive two-thirds of affirmative vote of ballots cast.

-- END OF THE CONSTITUTION --

BYLAWS

SECTION II

Article I. ELECTION OF OFFICERS

1. Candidates for each office to be filled shall be placed in nomination by the Church Council in sufficient time for publication in the official notice of the Annual Meeting. Nominations for each office may be made by the congregation at the meeting from the floor. All nominees shall be eighteen years or older.
2. Church Council members shall be elected for one term of three years only. There shall be a one year waiting period before they are eligible to serve on the Council again.

Article II. DUTIES OF OFFICERS

1. President: The President shall preside at all meetings of the congregation and the Church Council, maintain order and conduct the proceedings according to parliamentary practice, see that the Constitution and the Bylaws are enforced and that the instructions of the congregation and Church Council are carried out.
2. Vice President: The Vice President shall preside at all meetings where the President is not present and also when business pertaining to the President and their administration is before the congregation. The Vice President shall also do all in their power to help the President and make their administration easier.
3. Recording Secretary: The Recording Secretary shall keep an accurate written record of all proceedings of the congregation and Church Council and keep a correct list of all voting members of the congregation including their addresses.
4. Financial Secretary: The Financial Secretary shall record all money paid to the church, keeping an accurate record of account and deliver all such money to the Treasurer with documentation. The Financial Secretary shall make a monthly written report to the Church Council and an annual report at the congregational meeting.
5. Treasurer: The Treasurer shall receive and record all sums paid to them by the Financial Secretary, keeping an accurate record of account, deposit all sums promptly in the bank designated by the Church Council, pay all current expenses, such as salaries, etc., and pay out money for other expenses only by order of the Church Council or of the congregation. Treasurer shall also present a written report of all receipts and expenses in the meetings of the Council and of the Congregation.
6. Building & Grounds: The Building & Grounds team shall have the care and custody of the property of the Church as a sacred trust.

7. Generosity The chairperson of Generosity shall aid in securing the funds necessary for the support of the church in its various activities, and to foster the principles of generosity.
8. The Church Council may in emergencies, without first obtaining the consent of the congregation, incur expenses for the congregation not to exceed the sum of \$5,000.

Article III. STANDING COMMITTEES & AUXILIARY ORGANIZATIONS

The Church Council shall have the authority to approve the formation and roles of all standing committees, ad hoc committees, ministries, teams, and auxiliary organizations. The Council may form additional committees as needed to support the various functions and needs of the church. All committees and auxiliary organizations shall submit a report at the annual congregational meeting.

Article IV. PRIVILEGES OF MEMBERS

1. All members of this congregation are entitled to full share in the fellowship and spiritual blessings of the Church and to the Christian sympathy and support of all its members.
2. Members may request the pastor's aid in spiritual matters and are entitled to the pastor's ministrations both for themselves and their families.
3. All members who are in good standing shall have voice and vote at all regular and called business meetings of the congregation.

Article V. DUTIES OF MEMBERS

1. It shall be the duty of all members to take an active part in all the work and worship of the Church, and to lend their best efforts in serving God and uplifting humankind. These duties are summed up as follows: Regular attendance at divine worship, devout use of the Holy Sacraments, fervent prayer for the Church and all humankind, daily devotions in home, careful attention to the religious training of the youth, obedience to the established laws and authorities of the Church, untiring zeal in bringing the unchurched under the influence of the Church, and a spirit of Christian fellowship toward all people.
2. They shall present their children for baptism, sincerely resolve to bring them up "in the nurture and admonition of the Lord," and encourage their timely confirmation and welcome to full membership in the congregation.
3. Members are encouraged to attend all regular and called meetings of the congregation.

4. All members of the congregation are encouraged to regularly celebrate Holy Communion.
5. Members are encouraged to contribute regularly and generously to the church and its benevolence, giving freely and cheerfully as guided by their faith and personal circumstances, without compulsion.

Article VI. PASTOR

1. It shall be the responsibility of a search committee, appointed by the Council, to seek a candidate for the vacancy in the office of Pastor.
2. As soon as a pastoral vacancy occurs, it shall be reported to the Conference Executive.
3. In filling a vacancy the search committee, shall seek the counsel of the Conference.
4. The search committee may request the Conference Executive to secure relevant information about any minister who it wishes to consider for the vacancy.
5. Any minister may confer with the Conference Executive concerning a pastoral vacancy. At the minister's request, their name shall be submitted by the Conference Executive for consideration by the local church committee.
6. Once the search committee selects a candidate(s), the candidate(s) will preach a trial sermon to the congregation. A favorable vote of the church (as stated in Constitution Article 6, Paragraph 6) constitutes a call.
7. In the call, the terms of the relationship shall be stated, including the agreement of the church to consider the guidelines of the Conference. The minister, the church, the Association, and the Conference Executive shall each receive a copy of the call.
8. When a minister accepts a call to this church, the church and the minister shall join in requesting the Association to arrange for a service of installation.
9. The Pastor shall be elected for an indefinite period of service. In order to terminate this relationship, three months' notice shall be given by either the Pastor or Congregation, unless by mutual consent. If, however, a change in pastorate is desired for any other reason a two-thirds majority vote of all present in a meeting duly called shall be required to demand a resignation.
10. Discipline of the Pastor shall be in conformity with the Constitution and Bylaws of the United Church of Christ.
11. The church may at its discretion choose an Associate or Assistant Pastor(s).

Article VII. DUTIES OF THE PASTOR AND ASSISTANT PASTOR

1. The Pastor and Assistant Pastor shall adhere strictly to the confession as given in Article Four of the Constitution. It shall be the duty of the Pastor and Assistant Pastor to set a good example to this congregation and to conduct all services on Sundays, holidays and such other days as the congregation may desire, to direct the work of religious education, administer the Holy Sacraments, visit the sick, comfort the distressed, and to perform all such duties as belong to the Pastor's office and Assistant Pastor's office in the United Church of Christ. They shall keep a record of all services performed and make an annual report to the congregation and when leaving the pastorate, they shall turn over to the President of the Church all books, papers, passwords, accounts, and documents (physical and virtual) belonging to the congregation.

Article VIII. THE CEMETERY

1. It shall be the duty of the Council to superintend and to take care of the cemetery. They shall have an accurate plot plan, showing all graves and lots. Their permission and order is required for any burial.
2. No burials shall be permitted except in case of graves already sold.

Article IX. CONCLUSION

1. Proposed amendments to these Bylaws shall be presented to the Church Council in writing.
2. A copy of any proposed amendment shall be distributed to all active members at least ten days prior to the date of the congregational meeting.
3. Amendments to these Bylaws may be made at any regular or special meeting of the congregation providing they receive two-thirds of affirmative vote of ballots cast.

-- End of Bylaws --

*Prepared January, 2008, Amended January, 2014.
Amended again January 2025*

	2025 Approved Budget	2024 Budget	Var \$	Var %
1 Ordinary Income/Expense				
2 INCOME				
3 Total Fund Raisers	\$ 28,500	\$ 27,000	\$ 1,500	5.6%
4 Offering	113,604	109,000	4,604	4.2%
5 Total Income	142,104	136,000	6,104	4.5%
6				
7 BUDGETED EXPENSES				
8 CHURCH EMPLOYEES				
9 Child Care Attendant	-	-	-	0.0%
10 Choir Director	3,993	5,192	(1,199)	-23.1%
11 Custodian Wages	2,184	2,106	78	3.7%
12 Guest Organist	1,710	450	1,260	280.0%
13 Guest Pastor	875	875	-	0.0%
14 Organist Wage Expense	4,125	6,344	(2,219)	-35.0%
15 Secretary Wage Expense	9,880	8,060	1,820	22.6%
16 Tech worker	-	1,768	(1,768)	-100.0%
17 SS/Medicare Company Expense	1,544	1,660	(116)	-7.0%
18 Worker's Compensation Insurance	773	773	-	0.0%
19 Total CHURCH EMPLOYEES	25,084	27,228	(2,144)	-7.9%
20				
21 MISSION & OUTREACH				
22 CAJE	200	200	-	0.0%
23 Sister Joanna's Table (New for 2025)	100	-	100	
24 ETSA	300	300	-	0.0%
25 CROP Walk	-	100	(100)	-100.0%
26 SAWS	300	300	-	0.0%
27 Habitat	150	150	-	0.0%
28 OCWM	1,750	1,550	200	12.9%
29 United Caring Shelters	800	800	-	0.0%
30 Total MISSION & OUTREACH	3,600	3,400	200	5.9%
31				
32 OPERATING EXPENSES				
33 Gas and Electric Expense	6,000	6,000	-	0.0%
34 Flowers & Gifts	500	500	-	0.0%
35 Insurance - Property	16,000	14,120	1,880	13.3%
36 Kitchen, Restrooms, & Nursery Supplies	450	450	-	0.0%
37 Miscellaneous Expense	200	200	-	0.0%
38 Music Expense	300	300	-	0.0%
39 Office Supplies	800	950	(150)	-15.8%
40 Phone, Internet Service	1,700	1,700	-	0.0%
41 Postage Expense	300	500	(200)	-40.0%
42 Trash Disposal	1,020	1,020	-	0.0%
43 Stewardship	400	250	150	60.0%
44 Travel Reimbursement	1,500	1,500	-	0.0%
45 Vanco Online Offering Fee	400	500	(100)	-20.0%
46 Water	250	250	-	0.0%
47 Worship Supplies	400	400	-	0.0%
48 Total OPERATING EXPENSES	30,220	28,640	1,580	5.5%
49				
50 PASTOR COMPENSATION PACKAGE				
	<u>3/4 time pastor</u>	<u>FT (10-12 Yrs Exp)</u>		
51 Pastor Salary	50,544	47,965	2,579	5.4%
52 Housing Allowance		19,000	(19,000)	-100.0%
53 Health (Pastor) Insurance (Qtr)	11,865	13,362	(1,497)	-11.2%
54 Dental (Pastor) Insurance		1,215	(1,215)	-100.0%
55 Vision (Pastor) Insurance		274	(274)	-100.0%
56 Employer Dues (Pension Board)	7,834	9,375	(1,541)	-16.4%
57 Life/Disability (Pastor) Ins.		1,005	(1,005)	-100.0%

	2025 Approved Budget	2024 Budget	Var \$	Var %
58 SS/Medicare - St. Peters 50%	3,667	5,123	(1,456)	-28.4%
59 Continuing Ed & Books (Pastor)		1,000	(1,000)	-100.0%
60 Total PASTOR COMPENSATION PACKAGE	73,910	98,319	(24,409)	-24.8%
61				
62 SERVICES				
63 Building & Grounds Budgeted	2,500	2,500	-	0.0%
64 Kitchen Equipment Maintenance	400	400	-	0.0%
65 Organ Maintenance	400	400	-	0.0%
66 Total SERVICES	3,300	3,300	-	0.0%
67				
68 TECHNOLOGY				
69 Copier Expense	700	1,100	(400)	-36.4%
70 Music License	540	300	240	80.0%
71 Accounting and Payroll Software	75	1,057	(982)	-92.9%
72 Technology/Equipment	1,000	1,000	-	0.0%
73 Video License	600	600	-	0.0%
74 Payroll Processing Expenses (NEW)	1,800		1,800	0.0%
75 Website Expenses (NEW)	1,850		1,850	0.0%
76 Total TECHNOLOGY	6,565	4,057	2,508	61.8%
77				
78 VISION & CONGREGATION SUPPORT				
79 Conference/Lay Delegate	200	200	-	0.0%
80 Confirmation	300	100	200	200.0%
81 Pastoral Search	500	500	-	0.0%
82 Sunday School	-	-	-	0.0%
83 VBS	-	100	(100)	-100.0%
84 Visioning Expense	-	-	-	0.0%
85 Youth Group	-	-	-	0.0%
86 Total VISION & CONGREGATION SUPPORT	1,000	900	100	11.1%
87				
88 Total BUDGETED EXPENSES	143,679	165,844	(22,165)	-13.4%
89 Net Ordinary Income	(1,575)	(29,844)	28,269	-94.7%
90 Net Income	\$ (1,575)	\$ (29,844)	\$ 28,269	-94.7%



St. Peter's United Church of Christ Proposed 2025 Budget

December 15, 2024



Committee Members

Jerry Schapker

Julie Ryder

Kurt Simpson

Roger Schell

Sharon Durkee



- ▶ Pledged offering up slightly with anticipated higher fundraiser income
- ▶ Budget for $\frac{3}{4}$ time Pastor
- ▶ Salary increases for Custodian and Office Administrator position in 2025
- ▶ \$1,880 or 13.3% increase in property insurance
- ▶ Estimated operating expenses primarily based on 2024 actual expenses
- ▶ St. Peter's financial health continues to be strong



Proposed 2025 Budget

	Proposed 2025 Budget	2024 Budget	\$ Change	% Change
Projected Income	\$142,104	\$136,000	\$6,104	4.5%
Total Expenses	<u>\$143,679</u>	<u>\$165,844</u>	(\$22,165)	(13.4%)
Excess / (Shortfall)	(\$1,575)	(\$29,844)	\$28,289	(94.7%)



2024 Actual v. Budget

- ▶ 2024 Budget projected \$29,844 loss but \$65,000 net income at 11-30-2024
 - \$23,800 Fall Festival profit
 - Nearly \$6,000 from Burgoo and \$3,800 from Yard Sale!!!
 - \$1,130 monthly rent income with no major repairs
 - Budgeted expenses were lower than planned, primarily due to pastor's salary



Budgeted Income Lines 1-5

	2025 Bud	2024 Bud		
	Income	Income	Change	% Diff
Offering Income	\$113,604	\$109,000	\$4,604	4.2%
Fundraiser Income	28,500	27,000	1,500	5.6%
Projected Income	\$142,104	\$136,000	\$6,104	4.5%



Employee Compensation

Lines 9-19

	2025	2024		
	Budget	Budget	Change	% Diff
Child Care Attendant	\$0	\$0	\$0	0.0%
Choir Director	3,993	5,192	(1,199)	-23.1%
Custodian	2,184	2,106	78	3.7%
Guest Organist	1,710	450	1,260	280.0%
Guest Pastor	875	875	0	0.0%
Organist	4,125	6,344	(2,219)	-35.0%
Secretary	9,880	8,060	1,820	22.6%
SS/Medicare	1,544	1,660	(116)	-7.0%
Tech / Media Assistant	0	1,768	(1,768)	-100.0%
Worker's Compensation	773	773	0	0.0%
Total Other Comp	\$25,084	\$27,228	(\$2,144)	-7.9%

Employee Compensation Changes

Total \$(2,144) or 7.9% decrease

Choir Director and Organist – reduced hours but did increase pay rate

No tech worker in 2025

Custodian – 3.7% salary increase

Office Administrator – 22.6% increase. April assumed Tech worker duties in July 2024

Increased costs for Guest Organist



Mission Outreach Lines 21-30

	2025	2024		
	Budget	Budget	Change	% Diff
CAJE	\$200	\$200	\$0	0.0%
Sister Joanna's Table	\$100		100	
ETSA	300	300	0	0.0%
CROP Walk	0	100	(100)	0.0%
SAWS	300	300	0	0.0%
Habitat	150	150	0	0.0%
OCWM	1,750	1,550	200	12.9%
United Caring Shelter	800	800	0	0.0%
Total Mission	\$3,600	\$3,400	\$200	5.9%

- ▶ Excludes special offerings and other contributions

Operating Expenses (1 of 2)

Lines 32-41



	2025	2024		
	Budget	Budget	Change	% Diff
Gas and Electric	\$6,000	\$6,000	\$0	0.0%
Flowers and Gifts	500	500	0	0.0%
Property Insurance	16,000	14,120	1,880	13.3%
Kitchen / Bath / Nursery	450	450	0	0.0%
Misc. Expenses	200	200	0	0.0%
Music	300	300	0	0.0%
Office Supplies	800	950	(150)	-15.8%
Phone / Internet	1,700	1,700	0	0.0%
Postage	300	500	(200)	-40.0%

Continued on next slide



Operating Expenses (2 of 2)

Lines 32-48

Continued...

	2025	2024		
	Budget	Budget	Change	% Diff
Stewardship	400	250	150	60.0%
Trash Disposal	1,020	1,020	0	0.0%
Travel	1,500	1,500	0	0.0%
Vanco Fees	400	500	(100)	-20.0%
Water	250	250	0	0.0%
Worship Supplies	400	400	0	0.0%
Total Op Exp	\$30,220	\$28,640	\$1,580	5.5%





Pastor Compensation Lines 49-59

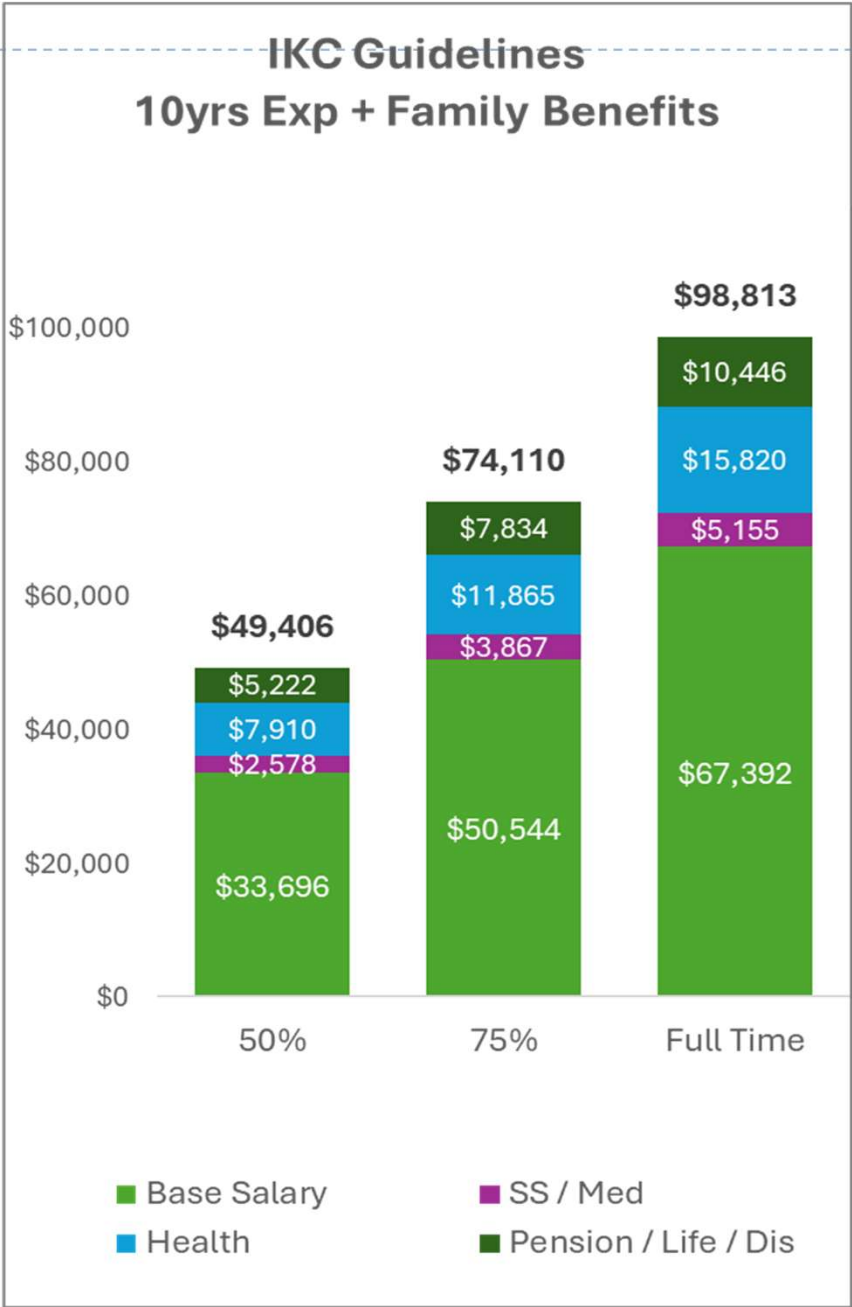
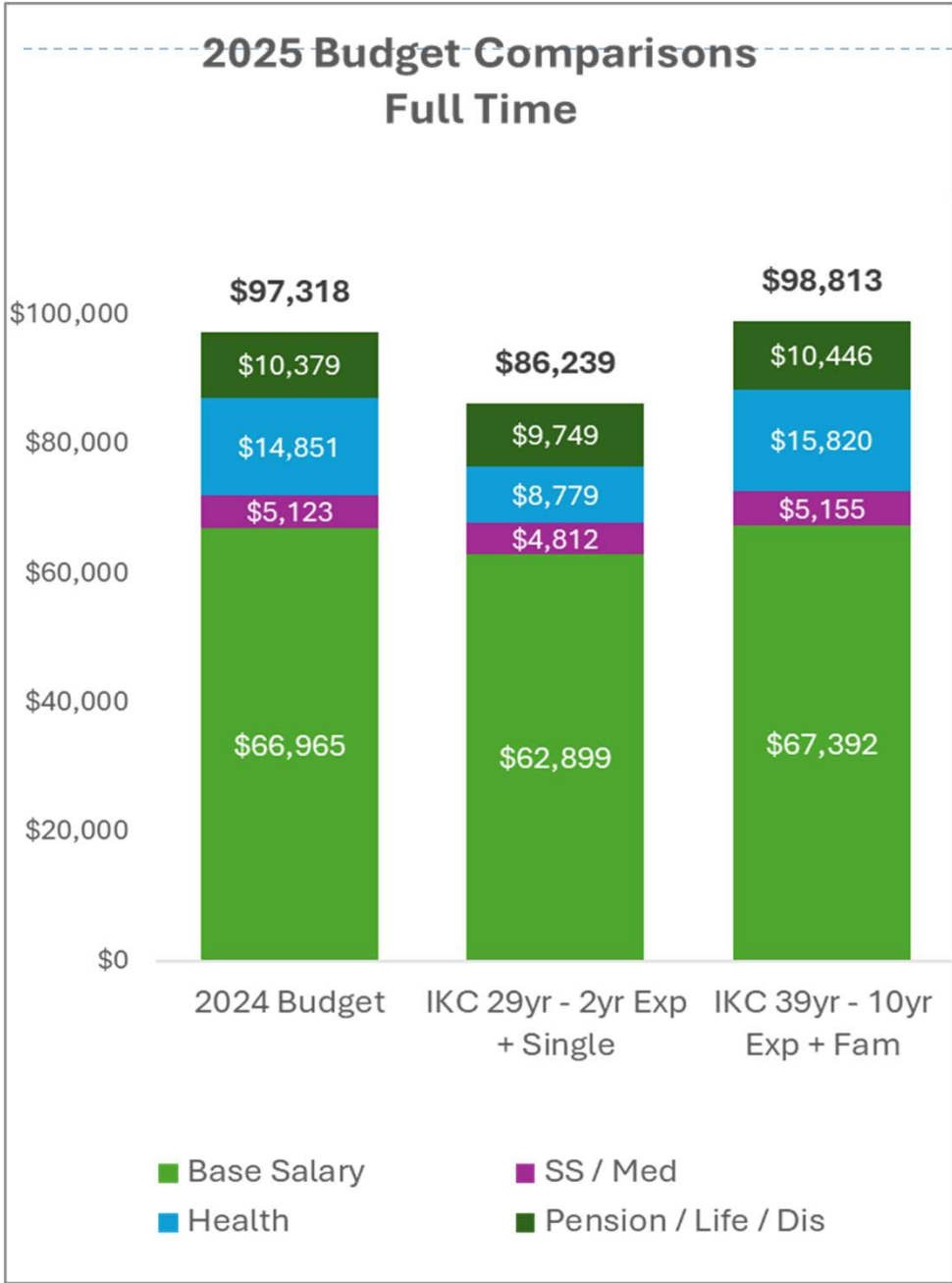
- ▶ Assumes Full-time with 10-12 years experience
 - ▶ Assumes “mid” age range of 35-39 with Family
- ▶ Housing allowance based on median house price in Vanderburgh County (small decrease to prior budget)
- ▶ Church pays premiums for “Plan B” UCC Board Family Health Insurance



Pastor Compensation

Lines 49-59

	2025	2024		
	Budget	Budget	Change	% Diff
Salary	\$50,544	\$47,965		
Housing Allowance		19,000		
Subtotal	\$50,544	\$66,965		
Health Insurance	\$11,865	\$13,362		
Dental Insurance		1,215		
Pension	7,834	9,375		
Life and Disability		1,005		
Vision Plan		274		
Continuing Ed / Books		1,000		
SS/Medicare	3,667	5,123		
Total Pastor Comp	\$73,910	\$98,319	(\$24,409)	-24.8%





Services Lines 62-66

	2025	2024		
	Budget	Budget	Change	% Diff
B&G (Lawn, Pest Cont, oth)	\$2,500	\$2,500	\$0	0.0%
Kitchen Equip Maint/Repair	\$400	\$400	0	0.0%
Organ Maint / Repair	\$400	\$400	0	0.0%
Total Services	\$3,300	\$3,300	\$0	0.0%



Building and Grounds

- ▶ Building and Grounds contribution from General Fund of \$2,500 but also depends on your offerings

- ▶ Includes items not covered by Capital Campaign
 - ▶ Lawn care
 - ▶ Pest control
 - ▶ Septic system
 - ▶ Fire and safety
 - ▶ Misc. maintenance and repairs

- ▶ Look for the **Red Envelope** each month



Technology

Lines 68-76

	2025	2024		
	Budget	Budget	Change	% Diff
Printer / Copier	\$700	\$1,100	(\$400)	-36.4%
Music License	540	300	240	80.0%
Acctg & Payroll Software	75	1,057	(982)	-92.9%
Tech Equipment	1,000	1,000	0	0.0%
Video License	600	600	0	0.0%
Payroll Processing Expenses	1,800	0	1,800	0.0%
Website Expenses	1,850	0	1,850	0.0%
Total Tech Expense	\$6,565	\$4,057	\$2,508	61.8%



Vision / Congregation Support Lines 78-86

	2025	2024		
	Budget	Budget	Change	% Diff
IKC Lay Delegate	\$200	\$200	\$0	0.0%
Confirmation	300	100	200	100.0%
Sunday School	0	0	0	0.0%
VBS	0	100	(100)	-100.0%
Vision Planning	0	0	0	0.0%
Youth Group	0	0	0	0.0%
Pastoral Search	500	500	0	0.0%
Total Vision	\$1,000	\$900	\$100	11.1%





Proposed 2025 Budget - Summary

	2025 Budget	2024 Budget	Change	% Diff
Projected Income	\$142,104	\$136,000	\$6,104	4.5%
Expenses:				
Employees	25,084	27,228	(2,144)	-7.9%
Mission Outreach	3,600	3,400	200	5.9%
Operating Expenses	30,220	28,640	1,580	5.5%
Pastor Compensation	73,910	98,319	(24,409)	-24.8%
Services	3,300	3,300	0	0.0%
Technology	6,565	4,057	2,508	61.8%
Vision	1,000	900	100	11.1%
Projected Expenses	\$143,679	\$165,844	(\$22,165)	-13.4%
Projected 2025 Shortfall	(\$1,575)			



Finances at 11/30/24

- ▶ \$124,615 in General Account
- ▶ \$157,630 in Certificates of Deposit
- ▶ \$92,142 in Capital, First Fruits, B&G and Property accts
- ▶ \$1,130 monthly rent income from 7000 Darmstadt Road
- ▶ Council continuously reviews expenses
 - ▶ Property Insurance, Trash Removal, Copy Expenses...

FAITH

Questions?



March 27, 2025

Reference for St. Peter's Highland United Church of Christ

Evansville, IN 47710

Submitted by:

Merna Peden, Director

Westbrook Evolution doing business as Grandin Evolution (a non-profit organization)

Location-5635 Forrest Park Drive, 47720

(812) 455-3783 (personal cell phone)

mernapeden@gmail.com

Relationship to St. Peter's congregation—Grandin Evolution is a grateful recipient of the generosity of the congregation. We receive support in the form of prayers, volunteer hours, sponsorship of families at Christmas, monetary gifts, food (for children and families), and replenishment of supplies needed for day-to-day programs with the children.

Areas of strength—The congregation at St. Peter's Highland UCC's major strength is their ability to demonstrate God's love in ways that reach the hearts of families living in the high poverty area known as Grandin Pointe Mobile Home Park in Evansville Indiana. The congregation's generosity is not limited to the families who are currently served by Grandin Evolution programs, but instead frequently include other families in the mobile home park community who are in need. The congregation is quick to respond to requests for help.

Areas for improvement—Since my biggest need is for additional volunteers to help working with the children's programs, that is an area I'd list for improvement. (Please note—this would be an area for improvement I would add for any organization I would write a reference for.) The congregation is very open to brainstorming ideas with me of additional ways St. Peter's can be involved with the children/families of Grandin Evolution. I anticipate this area for improvement will be addressed soon as the desire for more church involvement is important to both St. Peter's and to me.

A significant experience—The St. Peter's congregation has "adopted" three or four Grandin Evolution program families at Christmas for more years than I can remember. Church members and I work together to determine families who are not receiving assistance from other individuals or organizations during the holidays and who, without some help, wouldn't have Christmas. The families complete an informational form listing

clothing sizes (including shoe sizes), needs, and wants. I prepared the template for this form years ago and gave the families enough space to list several needs and wants, thinking this would give St. Peter's members options for gifts to donate. I still vividly remember the first year I went to St. Peter's to pick up the gifts to distribute to the families. The generous spirits of St. Peter's members had fulfilled every wish for each family member's needs and wants. Not only were all gifts provided, but each gift was also lovingly wrapped in festive paper. It's the smaller details, going the extra mile, (like gift wrapping) that St. Peter's recognizes is especially important to those living in poverty. As the years have gone by, the church's generosity has increased and the last several years, not only have all gift lists been fulfilled, but additional money collected provided grocery and/or gas gift cards for the "adopted" families PLUS up to seven additional families. Simply amazing.

Anything else to share—I want to share a recent experience that demonstrates how quickly the congregation responds to a need of our program. Each child in our program receives a snack when they first arrive for the after-school program. If a child is hungry, or they tell us there isn't much food at home, we will send some food home with them. All foods, snacks, drinks, paper products...in fact, everything our program uses for the children is donated by various people and organizations in the Evansville community. We were running low on some items we use every day so a church member, who volunteers with our program, and I made list of things that would be helpful to have replenished. The church member asked the congregation for help in purchasing these things. After collecting for only two Sundays, everything on our listed was donated and additional money was donated to purchase milk, fresh fruit, veggies, and other perishable items.

The congregation at St. Peter's is so important to the work we are doing with the children and families in the Grandin Pointe Community.

Please feel free to contact me, I would be happy to answer any questions or share addition experiences.

Rev. Michael Erwin

313 Ladonna Blvd, Evansville, IN 47711

August, 2025

To the next pastor of St. Peter's United Church of Christ,

It has been my privilege to know and serve St. Peter's UCC in several different capacities over the past decade. I first worked with them as a consultant in 2013–2015, leading a Generosity Initiative that significantly strengthened their annual giving. In 2017, I walked alongside them again during a forward-thinking capital campaign. Later, while serving as chaplain at The Good Samaritan Home, I had the chance to fill their pulpit on several occasions. And since January 2023, I have had the honor of serving as their Transition Pastor. In all of these roles, I consider St. Peter's to be the best congregation I have ever worked with.

What makes them so remarkable? It's their commitment – to God, to each other, and to the community around them. That commitment takes tangible shape in the way they approach ministry. They are, first and foremost, a “show-up” church. When something needs to be done, the people of St. Peter's come together, roll up their sleeves, and give their best effort. I have witnessed it repeatedly, whether in worship, service projects, or behind-the-scenes work that keeps the church thriving.

They are also intentional about maintaining healthy relationships. This is a congregation that works well together, not by avoiding hard questions, but by keeping their eyes fixed on the mission and vision of the church. Their leaders lead with clarity, and their members follow with trust and cooperation. The result is a community where creativity flourishes and energy is focused where it matters most.

One story captures their spirit well. During this interim period, the church took time to learn more about its neighbors. When they met with the principal of nearby Central High School, he asked them to consider: “What can you do for our students?” St. Peter's responded with compassion and action. In the two years since, they have provided hygiene products and clothing for students in need, and even sent trays of their famous kitchens to bless the teachers. What began as a conversation became a ministry, because this is a church that listens and responds.

St. Peter's also demonstrates foresight and responsibility in stewarding resources. In their 2017 capital campaign, they didn't just raise money for immediate needs. They built a reserve fund for projects they could anticipate over the next decade. Today, they are preparing to replace multiple roofs, and the funds are already in place. This kind of vision is rare, and it speaks volumes about their desire to provide a thriving church for the generations to come.

If my own life goals were different, I would be thrilled to serve as their next installed pastor. They are a joy to work with, a congregation whose faithfulness is matched by their energy and generosity. They will challenge you, support your vision, care for you, and work alongside you.

If you are discerning whether to begin a conversation with St. Peter's, I encourage you to take that step. This is a congregation ready for a vibrant partnership with the right pastor, a church eager to grow deeper in faith, broader in service, and stronger in its witness to God's love.

Sincerely,

Rev. Michael Erwin



P.O. Box 1071
Evansville, IN 47706
812-422-0297
UnitedCaringServices.org

August 29, 2025

I am writing this letter of reference on behalf of St. Peters United Church of Christ Highland. We are very thankful for the many years of support the congregation has provided in support of our mission. Besides volunteering to provide lunch on the first Saturday of each month in our Day Shelter, they have also been generous financial supporters. According to our CRM software, they have donated over \$17,000 which includes \$3,500 donated this year toward our campaign to replace 98 windows in our shelter.

As the only low-barrier shelter in the community, we provide 3 meals a day, 365 days a year as well as a place to sleep for some of the most vulnerable people. We believe that everyone, no matter where they are in life, deserves to have these basic human needs met. We are so appreciative of St. Peters and their commitment to help those in need.

A handwritten signature in black ink, appearing to read "Ryan Rigg", is written over a light blue horizontal line.

Ryan Rigg
Executive Director