

143rd ANNUAL MEETING

of the Community Congregational Church
of Manitou Springs, Colorado
A United Church of Christ Congregation (UCC)



ANNUAL REPORTS FOR THE YEAR 2022

*“We will share the story of God’s love through our presence
to all people.”*

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One Hundred and Forty-Third Annual Meeting
Community Congregational Church
Manitou Springs, Colorado
A United Church of Christ Congregation (UCC)
Meeting Agenda
February 5, 2023
11:00am

Gathering Song

Call Meeting to Order

Maribeth Peiniger, Moderator

Determination of Quorum

Arlene Penman, Secretary

(15% of voting members of Community Congregational Church)

Opening Prayer

Rev. Heather McDuffee

A Word from the Moderator

A Word from our Minister

Motion to approve 142nd Congregational Meeting Minutes & Acceptance of 2022 Reports

Old Business: *none known*

New Business:

- A. Election of Officers/Leaders for 2023
- B. Adoption of 2023 Budget
- C. Any Other Business

Closing Word from Moderator

Closing Prayer

Maribeth Peiniger, Moderator

Adjournment

*Next Annual Meeting January or February 2024,
specific date TBD by Church Council*

***Minutes of the Community Congregational Church 142nd Annual Meeting
February 6, 2022***

*Moderator, Linda O'Riley called the meeting to order at 11:34 am. It was held via ZOOM. A quorum was established.

*Rev. Gaye Bosley-Mitchell gave an opening prayer.

*Moderator's Welcome: Linda said she is hoping 2022 will be a better year.

*Rev. Gaye's Comments: Rev. Gaye is excited about the future and is wanting things to be normal again.

*Approval of the 141st Annual Meeting Minutes and Acceptance of 2021 Annual Reports. Cathy Karr made a motion to approve the minutes and the annual reports for the January 31, 2021, annual meeting. Andy Kovats seconded it. The motion was approved.

*Old Business: There was no old business.

****New Business***

Election of officers and boards for the 2022 year.

Moderator — Maribeth Peiniger

Vice-moderator — Lynn Ettinger-Harwell

Secretary — Christina Renner-Daniels

Treasurer — Andy Kovats

Head of trustees — Tina Hudson

A motion was made to accept the officers and boards as presented. The motion passed.

Maribeth's name needs to be added to the checking account and Linda's name needs to be removed.

*Danny White made a motion to accept the budget for 2022. Andy seconded it. The motion passed.

*Linda congratulated the new officers and new members on council. She thanked everyone for their support. "It's been an honor to do this for the church."

*Linda O. offered a closing prayer. The meeting was adjourned at 11:57 am.

Respectfully submitted, Cathy Karr, Secretary

Dear Beloveds of Manitou Springs,

I have enjoyed the past two months with you. I have enjoyed praying and thinking of you as I prepare my sermons. I have enjoyed trying to figure out what to do with both technology and paper bulletins. I have been creating a new website and a logo and figuring out that Word Press is time consuming. And yes, I even have enjoyed the drive, which allows me to take a break from the mind-numbing music my tweens listen to in order to listen to a podcast or just have silence fill my brain.

I have learned quite a bit about Christ's Church by spending time with you. You see, for the past 20 years, I have served large churches with 500+ members. The music and preaching are phenomenal in these churches. They have youth groups and children's ministries that are filled with a mix of hope and chaos. And yet, there is a lot of anxiety in those churches. Truth is, these large churches are not doing well right now. Political division, a global pandemic and economic uncertainty is taking its toll. With more to lose, these large churches are suffering under the condemnation of their former selves. I am wondering if Christians need all of the bells and whistles to do "good church". We definitely don't need the anxiety. If we want "good church", all that is needed is trust in God, love for others, good communication and courage enough to show up.

I am really beginning to wonder if small church is the way of Jesus himself. The early Christians met in people's homes where intimate spiritual sharing happened over food and song. It wasn't a polite suggestion that everyone pitched in; it was needed. These small gatherings created an ethos where care for the community mattered. In a small church, the one that preaches the Good News also paints the parsonage. In a small church, the one who visits people in their homes also shows up in the community after a mass shooting. In a small church, the one that casts a vision for a sustainable church also researches the history of Manitou Springs. In a small church, everyone contributes to a single mission, whether it is giving gifts to a family at Westside Cares or putting away the Christmas Decorations for next year.

You, my Beloved Community Congregational, are a small church. And that is precisely the right size because you are doing "good church". You are a church where loving one another is more important than how each other votes. You are a church where generosity and grace are more important than perfection and performance. You are a church where you take your faith seriously and yourselves not too seriously. For a small church, you have extraordinary big hearts. And really great potlucks. But I think that might be a small church thing.

I look forward to witnessing how God's Holy Spirit continues to move at Community Congregational Church in 2023. Buckle your seat belts and put on your crash helmets. It's going to be an exciting year.

Submitted by Rev Heather McDuffee

Moderator's Report – 2022

“It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us, we were all going direct to Heaven, we were all going direct the other way – in short, the period was so far like the present period, that some of its noisiest authorities insisted on its being received, for good or for evil, in the superlative degree of comparison only.”

We could not have a more poignant or relevant opening! If you have read the Minister's and Moderator's report and all the annual meeting notes from our recent years, here is the recap! This opening paragraph from Dickens' novel is in so many ways our church these past few years. Where in the Bible can we read of similarities? Read the opening verses of Daniel, or try Isaiah; chapters 1 and 2, Acts; chapter 17, or Revelation; chapters 17 to 22, and if you read the Bible daily you will see Dickens' tale is taken from these Holy pages. Just as this past year for our church is a Biblical story as well.

The questions for us as a congregation are these: Where have we been? Where are we going? Who are we...together? What have we learned and how does that change us, guide us? Is Christ really leading us? Are we listening? Is there hope for us? That word friends! HOPE! We urge you to pray about that word, that thought, that gift.

Perhaps this: But those who hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint. Isaiah 40:31

If you have spent time with us, Maribeth and Lyn, you may have heard Lyn say “don't get hung up with 'versitis'. You have got to read the whole book.” You might hear Maribeth wonder “Who among us will carry on? Who will ask these questions, who will answer the call, who will lead our congregation with hope?”

Back to 2022! So much has happened for the church and the leadership. We attempted, for the first time, a joint Moderator approach. It seemed to work.

Early in the year, we worked with our beloved former leader, Pastor Gaye, on issues of leadership training, church revitalization, and relationships. We worked with our newly-elected council on so many issues, such as coming “out of Covid”, working with a deficit budget again, creating a better meeting approach and agenda, trying to be more efficient and effective. Trying out different meeting days and times, a dinner meal, fellowship, getting to know each other again. Some of these ideas worked, some not so much.

The Pastor-Parish Relationship Committee was engaged several times in the Spring to address and help heal disagreements and different points of view amongst us.

Then, in June, came Pastor Gaye's announcement of early retirement due to health issues. So many emotions: sadness, loss; yet love, deep appreciation, and joy for her time with us.

We missed Pastor Gaye after her last message to us on July 17, and the added blessed benefit of Pastor Glenn's help and contribution over the past five years.

What now? What's next? Where have we been? Where are we going? Who are we...together? What have we learned and how does that change us, guide us? Is Christ really leading us? Are we listening? Is there

hope for us? Oh, the stress of it all, the blessing of it all. Will the wheels fall off the bus??? It was the worst of times, it was the best of times.

And now is the time for thank yous! Thank you to God's Unconditional Love, thank you for a team of trustees and Church council made exactly for a time such as this.

We prayed, we talked, we had poignant discussions. We debated, we sought counsel and guidance from our Rocky Mountain Conference and Sue Artt. We rediscovered hope! We found reassurance that the wheels were, in fact, not going to fall off the bus.

We were introduced to the "Designated Minister Model", a new and more streamlined process of hiring a minister. We explored it. We got to work, we prayed. The council adopted this model to move forward. We prayed some more.

We found and truly thank Sara Weatherman for stepping up to the challenge of being our Pulpit Fill minister during the late summer and fall while we searched for our future, our hope.

We formed a transition team and search committee from council and trustees. We are grateful to The Conference and Sue for her leadership. Sue went to work with us, beside us. We were supplied with the names and Ministerial Profiles of potential candidates.

The interviewing committee went to work. We read and studied, developed interview questions and a discernment process. We did our best to listen to the Holy Spirit; we prayed some more. We identified candidates to interview and talked in great detail with them. Thank you, Tina, Robyn and Linda, who, as a true labor of love, shared the burden and blessing with Lyn and Maribeth of this process and discernment.

The committee talked, shared more poignant discussions, debated and brought our findings to the Council in early October for more discussions, input and discernment. Council voted to call Heather McDuffee as our Designated Pastor. She accepted and was introduced to you our congregation on October 30. Her first Sunday in the pulpit was November 6. Her first council and trustees meetings were in November.

Thank you to every member of council who labored and prayed for this outcome. It seemed like the worst of times moving to hope for the best of times ahead. Thank you, Pastor Heather! Just in time for Advent!

Also, in November Tina and Maribeth interviewed and advised Council of the hiring of Pryncess Favor as our new church administrator. We have discovered Pryncess is and does so much more, and we are so grateful.

In December, we began to experience Pastor Heather's gifts, leadership, and beginning visions for our congregation. You may have experienced your own conversation or even home visit, as she has reached out to all of us in fellowship and relationship.

We still have challenges, the story of our Church continues; the worst of times and the best of times is still ahead of us. The wheels *are* on the bus and they are going round and round. We are still dealing with Covid, electing new leadership, still dealing with a deficit budget for 2023, finding our purpose, rhythms and relationships with Jesus, with Pastor Heather, with each other. We are still praying. There is HOPE for us all.

This report, this story, is prayerfully and respectfully submitted in gratitude, The team of Maribeth Peiniger, Moderator and Lyn Ettinger-Harwell, Vice Moderator

Treasurer's Report 2022 (in process)

Board of Trustees Annal Report 2022

The Trustee Board Members are:

Tina Hudson chair George Whitt Darold Jones Rich Baker Linda O'Riley Julie Wells

Laura Ettinger-Harwell

Thanks to Rich Baker, we have automatic lights in the bathrooms, the elevator has been inspected, the fire extinguishers are up to date (except the sneaky one) and the alarm system has been inspected.

We have had, of course, more conversations about the parking lot. We are making progress and have ideas on how to utilize it more to our advantage financially, maybe next year.

We went through a bank transition from Chase to ENT. Thanks to Sue, Andy and Maribeth for their help with that.

We had 2 clean up days, the Garden Club helped with some of the outside work.

Respectfully submitted,

Tina Hudson

Membership Report 2022

This year, the Membership team included Betty Armstrong, Laura Ettinger-Harwell, and Robyn Firth. Our mission was to provide events/opportunities for our congregation to get together and engage within our church community.

We started the year with a “Won’t you Be My Neighbor” speed-friending event which was held in the community hall after church. Although this event was not well-attended, the folks that participated LOVED it and new connections were made!

We also gathered twice at church to play Bunko, a dice game of chance and this brought in a few folks from outside our church community as well as within. Snacks and prizes helped make these events memorable. I hope this game can be played/offered again here in the future.

There was also a ‘Out to Dinner’ night in March at the Keg. We had hoped to offer more of these types of events that would bring people into Manitou Springs to help support our local community.

Following the success of the Community Sing-Alongs, we hosted a “Theology Theater” and we watched ‘Encanto’ in the Community Hall and then had a theological discussion based on the themes of the film. Movie nights are one of the highest attended types of events we have presented.

We also started a community puzzle corner which displays a puzzle in-progress where anyone can come help put it together after church and while folks are in the community hall. We also hosted a “Puzzles and Pinot” event where we completed a jigsaw puzzle while sampling some of our favorite wines.

We had a Game Day after church one Sunday in May where we put out board and card games and met as smaller groups to have fun and socialize.

A survey was created to poll the congregation about different events and opportunities they may be interested in, but the survey never got sent out. We still have the survey if the next membership team would like to use it.

As full as the first half of the year was with events, we did not host as many as many of us were highly involved in the search committee for the Designated Pastor.

Here are some events we brainstormed to host in the future...

- Repeat successful events from this year
- Visit to Flying Pig Ranch and other Manitou Springs staples
- Date Nights w/ supervised ‘Kids Time’ at Church
- Visit or host a family-friendly Drag Bingo event
- Christmas Cookie Exchange

Respectfully Submitted,

Betty, Laura, & Robyn

Missions: Pantry/WestSide Cares Lay Report – 2022

Our congregation supported WestSide CARES this past year with the following donations:

270 packages of colored pencils

Money for seven families to enjoy a Thanksgiving Dinner

Adopted a family of five giving them \$530 in gift cards for food and gifts. They also received a quilt from Women's Fellowship. Christmas Eve offering collected \$613 for WestSide Cares.

Our church family has supported the food pantry with money and countless bags and boxes of food. Our pantry served 337 family units, 532 adults, 157 children, and 58 seniors.

Many thanks to Linda O'Riley, Deb Bornholdt, Betty Armstrong, CharLynAnn Iuppa, George Whitt, Jane Hart, Becky Rich, Sharon O'Donnell, Sue Jones, Jane Edwin and Arlene Penman for faithfully being in the pantry Friday afternoon to assist our neighbors. Also, to Jane Hart and Sue Jones for shopping to fill the shelves. A very special thank you to Sharon O'Donnell for bringing our needs to the attention of our local American Legion. They have given us two \$1500 donations for food.

Respectfully submitted,

Arlene Penman

WestSide Cares CCC Lay Rep

Scholarship Report for 2022

This was my first year as chair for this board. We don't do a whole lot other than send checks to kids that are getting scholarships and send goodie boxes at the end of each semester. It is so great we are able to offer these scholarships.

This year scholarships went to;

Rachel Alexander	Molly Jo Arndt	Atticus Baker
Garrett Born	Kendyl Born	Trent Born
Nathan Hudson	Shayla Mosier	Roxanne Witham

On April 24 the board met to put together all the goodies for the end of semester. That was Sue Jones, Kim Beard and Dan Stuart. I was in another meeting so I didn't get to help.

On June 12 we had Scholarship Sunday for the recipients and their family. Dan gave a wonderful program about the Scholarship Fund. We had 5 recipients that were able to join us with their families.

The Trust fund we received this year was \$27,913.62 and we gave \$25,500.00 out for scholarships.

I want to thank The Board members, Dan Stuart, Arlene Penman, Kim Beard and Sue Jones. They have been amazing keeping this board going and telling me what I need to do. I am looking forward to working with them next year and hopefully getting more kids for scholarships.

Linda O'Riley

Scholarship Board Chair

Women's Fellowship Report for 2022

Women's Fellowship has had limited activities this past year due to COVID. In the early summer, we sponsored a Palisade Peach Sale, selling 100 boxes of this delicious fruit. We continue to serve Kiwanis dinners on Monday nights.

We are privileged to have been able to assist in receptions for funerals or memorial services for Carol Roberts and William Denmark. Our members finished eleven quilts, seven were given to "Mercy at Miramont" for their Christmas give away. We sponsored a recycled Christmas Sale in November. We also gave a quilt to our Westside Cares Adopt-a-Family and sold two. One is still available for purchase.

Part of our giving includes donating to the 5 UCC missions, allowing us to be a part of the "5 for 5" campaign.

Respectfully submitted,

Cathy Karr, Women's Fellowship President

WOMENS FELLOWSHIP
FINANCIAL STATEMENT
YEAR ENDED DECEMBER 31, 2022

CASH BALANCE JANUARY 1, 2022	3,567.55
INCOME	
KIWANIS DINNERS	1,486.00
PEACHES SALES	1,184.50
KIWANIS DONATION	750.00
OTHER DONATIONS	2,025.00
CHRISTMAS SALE	1,681.00
INTEREST	0.83
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TOTAL INCOME	7,127.33
EXPENSES	
CHURCH - GENERAL FUND	2,000.00
CONFERENCE - CHRISTMAS FUND	200.00
CONFERENCE - NEIGHBORS IN NEED	200.00
CONFERENCE - ONE GREAT HOUR OF SHARING	200.00
CONFERENCE - OUR CHURCH'S WIDER MISSION	200.00
CONFERENCE - STRENGTHEN THE CHURCH	200.00
LA PUENTE HOMELESS SHELTER	200.00
LA PUENTE COMMUNITY OUTREACH	200.00
MERCY AT MIRAMONT CASTLE	200.00
MANITOU SPRINGS FIRE DEPARTMENT	200.00
CREATION AT THE EDGE	200.00
CHURCH - KITCHEN SUPPLIES	62.23
CHURCH - ICE MAKER	550.00
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TOTAL EXPENSES	4,612.23
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NET INCOME (LOSS) 2022	2,515.10
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CASH BALANCE DECEMBER 31, 2022	6,082.65

Church Membership Report for 2022

Total Membership beginning January 1, 2022 - 108

Members received by affirmation of faith, or reinstatement - 0

Members received by Confirmation - 0

Members transferred out, removed at their request, or removed for inactivity -

Church Member deaths--2

Total Membership ending December 31, 2022 - 73

NEW MEMBERS RECEIVED/REEINSTATED AFTER ABSENCE

CHURCH MEMBER DEATHS

Bill Denmark

Carol Roberts

MEMBERS TRANSFERRED, REMOVED BY OWN REQUEST, OR REMOVED FOR INACTIVITY

CONGREGATION PARTICIPANT DEATH

Membership information from Church Office Records

11:17 AM

**Community Congregational Church UCC
Balance Sheet**

01/13/23

As of December 31, 2022

Accrual Basis

	Dec 31, 22
ASSETS	
Current Assets	
Checking/Savings	
Checking - Ent	6,286.70
Total Checking/Savings	6,286.70
Other Current Assets	
UCF Invested Funds	103,896.05
Total Other Current Assets	103,896.05
Total Current Assets	110,182.75
Fixed Assets	
Church Property	
Land	100,000.00
Church/Hall Buildings	1,990,675.00
Stained Glass Windows	283,888.00
Organ	250,000.00
Office Building	139,125.00
Parking Lot	110,000.00
Church Contents	75,000.00
Fine Art	30,000.00
Office Equipment	25,000.00
Total Church Property	3,003,688.00
Total Fixed Assets	3,003,688.00
Other Assets	
Scholarship Savings	18,268.26
Smith Scholarship Fund (RES)	642,793.96
Total Other Assets	661,062.22
TOTAL ASSETS	3,774,932.97
LIABILITIES & EQUITY	
Liabilities	
Long Term Liabilities	
Designated Church Funds	
Childrens Bell Choir	375.04
Good Samaritan Funds (DES)	31.36
Art Fund (DES)	575.00
Missions Fund (DES)	8,989.74
Westside Cares (DES)	2,356.05
Youth Fund (DES)	3,614.75
Memorial Fund (DES)	26,343.39
Bldg Improvement Fund (DES)	2,364.34
Total Designated Church Funds	44,649.67
Misc Donor Restricted Funds	
Waldo Canyon Fund (RES)	3,406.63
Pantry Fund (RES)	8,132.33
Tresouthwick Fund (RES)	8,554.93
Total Misc Donor Restricted Funds	20,093.89
Scholarship Funds	
Church Scholarships (DES/RES)	615.57
Smith Scholarship Balance (RES)	17,652.69
Smith Scholarship Trust (RES)	642,793.96
Total Scholarship Funds	661,062.22
Total Long Term Liabilities	725,805.78
Total Liabilities	725,805.78

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11:17 AM

01/13/23

Accrual Basis

Community Congregational Church UCC

Balance Sheet

As of December 31, 2022

	<u>Dec 31, 22</u>
Equity	
Invested Funds Balance	103,896.05
Total Property Fund (DES)	3,003,688.00
Unrestricted Net Assets	(41,607.49)
Net Income	(16,849.37)
	<hr/>
Total Equity	3,049,127.19
	<hr/>
TOTAL LIABILITIES & EQUITY	3,774,932.97

**Community Congregational Church of Manitou Springs
Proposed 2023 Budget**

	2021 Actual	2022 Budget	Actual As of 11/30/2022	Variance (Budget +/- Actual)	Percent of Budget YTD (83%)	Proposed 2023 Budget
Income						
Congregational Giving						
Pledged Giving	\$ 84,202	\$ 93,800	\$ 71,812	\$ 21,988	77%	\$ 78,300
Identified Giving	19,314	16,000	17,425	\$ (1,425)	109%	16,000
Loose Plate	1,256	800	1,084	\$ 284	135%	1,000
Budget Line Item Support						
Flowers	292	-	426	\$ 426	0%	300
Worship Equipment	-	-	-	\$ -	0%	-
Total Budget Line Item Support	\$ 292	\$ -	\$ 426	\$ 426	0%	\$ 300
UCC Pass Through Missions Support						
Per Capita	\$ 130	\$ -	\$ 75	\$ 75	0%	\$ 130
Total UCC Pass Through Missions Support	\$ 130	\$ -	\$ 75	\$ 75		\$ 130
Total Congregational Giving	\$ 105,194	\$ 110,600	\$ 90,823	\$ 21,348	82%	\$ 95,730
Other Organizations' Support						
Women's Fellowship Support	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	100%	\$ 2,000
Other Property Usage	1,712	1,500	4,118	2,618	275%	2,000
Total Other Organizations' Support	\$ 3,712	\$ 3,500	\$ 6,118	\$ 2,618	175%	\$ 4,000
Fundraising Income						
SCRIP	\$ 590	\$ 600	\$ 962	\$ 362	160%	\$ 900
Special Events Proceeds	20	-	-	-	0%	-
Credit Card Rewards	255	300	209	91	70%	250
Total Fundraising Income	\$ 865	\$ 900	\$ 1,171	\$ 452	130%	\$ 1,150
Miscellaneous Income						
Interest Income	\$ -	\$ -	\$ 7	\$ 7	0%	\$ -
Weddings	(300)	-	-	-	0%	-
Funerals	800	-	-	-	0%	-
Miscellaneous Income-Other	12	-	70	70	0%	-
Total Miscellaneous Income	\$ 512	\$ -	\$ 77	\$ 77	0%	\$ -
Total Income	\$ 110,283	\$ 115,000	\$ 98,189	\$ 24,495	85%	\$ 100,880
Expenses						
Ministry Support						
Worship Expenses						
Flowers	\$ 207	\$ 100	\$ -	\$ 100	0%	\$ -
Altar Decorations	-	25	44	(19)	177%	-
Worship Supplies/Resources	422	300	1,871	(1,571)	624%	320
Worship Equipment	233	-	-	-	0%	-
Total Worship Expenses	\$ 862	\$ 425	\$ 1,915	\$ (1,490)	451%	\$ 320
Music Ministry						
Music Supplies	\$ 403	\$ 400	\$ 459	\$ (59)	115%	\$ 400
Piano/Organ Maintenance	405	600	1,010	(410)	168%	900
Total Music Ministry	\$ 808	\$ 1,000	\$ 1,469	\$ (469)	147%	\$ 1,300

**Community Congregational Church of Manitou Springs
Proposed 2023 Budget**

	2021 Actual	2022 Budget	Actual As of 11/30/2022	Variance (Budget +/- Actual)	Percent of Budget YTD (83%)	Proposed 2023 Budget
Christian Education						
Adult Education	\$ 145	\$ 100	\$ 153	\$ 253	153%	\$ 100
Curriculum	194	100	-	100	0%	100
Supplies	-	50	-	50	0%	50
Vacation Bible School	196	100	-	100	0%	100
Total Christian Education	\$ 535	\$ 350	\$ 153	\$ 503	44%	\$ 350
Community Outreach	\$ 145	\$ 100	\$ -	\$ -	0%	\$ 250
Total Ministry Support	\$ 2,350	\$ 1,875	\$ 3,538	\$ (1,456)	189%	\$ 2,220
Churchwide Missions						
UCC Churchwide Support						
Per Capita Dues	\$ 900	\$ 960	\$ 550	\$ 600	57%	\$ 550
SE Association Dues	172	160	150	222	94%	150
RMC/SEA Meeting Expenses	-	100	100	100	100%	100
Total UCC Churchwide Support	\$ 1,072	\$ 1,220	\$ 800	\$ 922	66%	\$ 800
Local Missions Churchwide						
Westside Cares	\$ -	\$ -	\$ -	\$ -		\$ -
Pantry	-	-	-	-		-
Total Local Missions Churchwide	\$ -	\$ -	\$ -	\$ -		\$ -
Total Churchwide Missions	\$ 1,072	\$ 1,220	\$ 800	\$ 922	66%	\$ 800
Staff Support						
Pastoral Support						
Minister Salary	\$ 38,600	\$ 21,000	\$ 15,667	\$ 5,333	75%	\$ 41,000
Minister Housing	18,900	36,500	23,458	13,042	64%	24,500
Minister Health Insurance	10,213	10,600	5,582	5,018	53%	-
Minister Retirement	10,305	9,600	6,019	3,581	63%	-
Reimbursable Expense	1,500	1,500	957	543	64%	1,500
Continuing Education	103	1,000	-	1,000	0%	-
Minister Auto Allowance	105	2,500	-	2,500	0%	-
Minister Business Meals	-	-	94	(94)	0%	-
Minister Payroll Tax	-	-	94	(94)	0%	3,130
Total Pastoral Support	\$ 79,726	\$ 82,700	\$ 51,871	\$ 30,829	63%	\$ 70,130
Admin Staff Support						
Office Salary	\$ 6,480	\$ 8,000	\$ 4,233	\$ 3,767	0%	\$ 33,000
Payroll Taxes	511	500	208	292	0%	2,500
Health Insurance	-	-	-	-	0%	-
Total Admin Staff Support	\$ 6,991	\$ 8,500	\$ 4,441	\$ 4,059	0%	\$ 35,500
Music Staff Support						
Music Director	\$ 3,410	\$ 2,160	\$ 1,760	\$ 400	81%	\$ 2,592
Bell Choir Director	1,500	540	-	540	0%	648
Organist	4,380	2,880	3,300	(420)	115%	3,456
Choir Accompanist	-	-	500	(500)	0%	-
Total Music Staff Support	\$ 9,290	\$ 5,580	\$ 5,560	\$ 20	100%	\$ 6,696
Custodial Salary	\$ 3,600	\$ 5,200	\$ 4,400	\$ 800	85%	\$ 5,200
Bookkeeping Salary	\$ 3,600	\$ 3,600	\$ 2,700	900	75%	\$ 3,600
Nursery Salary	\$ 150	\$ -	\$ -	-	0%	\$ -

**Community Congregational Church of Manitou Springs
Proposed 2023 Budget**

	2021 Actual	2022 Budget	Actual As of 11/30/2022	Variance (Budget +/- Actual)	Percent of Budget YTD (83%)	Proposed 2023 Budget
Miscellaneous Staff Expenses				-		
Worker's Comp Insurance	\$ 1,259	\$ 1,200	\$ 881	319	73%	\$ 1,200
Payroll Processing Fees	-	-	-	-	0%	-
Guest Minister	-	800	2,800	(2,000)	350%	800
Total Miscellaneous Staff Expenses	\$ 1,259	\$ 2,000	\$ 3,681	\$ (1,681)	184%	\$ 2,000
Search Committee Expense	-	-	\$ 1,694	\$ (1,694)	0%	-
Total Staff Support	\$ 104,616	\$ 107,580	\$ 74,347	\$ 33,233	69%	\$ 123,126
Administrative Expenses						
Membership	\$ 120	\$ 200	\$ 114	\$ 86	57%	\$ 200
Web Hosting	-	100	-	100	0%	100
Advertising	193	400	220	180	55%	400
Office Supplies	1,283	1,200	1,210	(10)	101%	1,200
Postage	50	300	182	118	61%	200
Internet/Telephone	2,263	2,400	2,612	(212)	109%	2,500
Computer/Technology	817	300	857	(557)	0%	500
Software Licenses/Support	80	200	-	200	0%	200
Taxes/Fees	150	200	152	48	76%	200
Bank Service Charges	912	800	755	45	94%	800
Misc. Administrative Expenses	185	150	70	80	46%	-
Total Administrative Expenses	\$ 6,053	\$ 6,250	\$ 6,171	\$ 79	99%	\$ 6,300
Building/Property Expenses						
Equipment	\$ 25	-	-	-	0%	-
Insurance - Property	14,493	20,000	20,168	(168)	101%	20,200
Utilities						
Gas	3,212	4,500	7,564	(3,064)	168%	8,000
Electric	1,952	2,900	1,919	981	66%	2,500
Water	1,794	2,000	1,931	69	97%	2,000
Garbage	435	550	397	153	72%	550
Fire and Alarm	898	900	830	70	92%	950
Total Utilities	\$ 8,291	\$ 10,850	\$ 12,642	\$ (1,792)	117%	\$ 14,000
Repairs and Maintenance	858	2,000	989	1,011	49%	1,500
Janitorial Supplies	205	200	-	200	0%	200
Total Building/Property Expenses	\$ 23,873	\$ 33,050	\$ 33,799	\$ (749)	102%	\$ 35,900
Total Expense	\$ 137,964	\$ 149,975	\$ 118,655	\$ 32,029	79%	\$ 168,346
Net General Fund Income (Loss)	\$ (27,681)	\$ (34,975)	\$ (20,465)	\$ (7,534)	59%	\$ (67,466)

2023 NOMINATED OFFICERS, COUNCIL MEMBERS, TRUSTEES

Moderator: Lyn Ettinger-Harwell	2023 (1 st Term)
Vice-Moderator: George Whitt	2023 (1 st Term)
Secretary: Arlene Penman	2024 (1 ½ years remaining of 1 st Term)
Treasurer: Julie Wells	2023 (1 st Term)

Council Members:

Christian Education Chair –	<i>Empty</i>	
Membership Team -	Betty Armstrong	(1 st Term)
Memorial Chair –	<i>Empty</i>	
Mission Chair –	<i>Empty</i>	
Music Chair –	Robyn Firth	(1 st Term)
Scholarship Board Chair –	Linda O-Riley	(1 st Term)
Stewardship Chair –	Laura Ettinger-Harwell	(1 st Term)
Trustees Board Chair –	Tina Hudson	(4 th Term)
Worship Support Chair –	Maribeth Peiniger	(1 st Term)
Women’s Fellowship (Ex-Officio)	Cathy Karr	<i>Elected by WF Members</i>
Community Outreach (Ex-Officio)	Danny White	

Trustees Board Members:

Andy Kovats	(1st Term)
Barbara Reichelt	(1st Term)
Linda O’Riley	(2 nd yr of 2 yr term)
George Whitt	(2 nd yr of 2 yr term)
Laura Ettinger-Harwell	(2 nd yr of 2yr term)
Julie Wells, Treasurer	(2 nd yr of 2yr term)

Notes

- 1) Council Members are chosen from the differing ministry teams, serving not as a delegate from that ministry team but as representatives serving the best interest of the entire congregation.
- 2) Chairpersons shall be elected at the Annual Meeting and may serve two, one-year terms. Each Chairperson, except the Trustees, may select a minimum of two or more board members for unlimited one-year terms. (CCC Bylaws Art. XXIV, Sec. A, #2, pg. 6)
- 3) Refer to CCC Bylaws Art. XXIV for information on Board Responsibilities.

Community Congregational Church United Church of Christ

103 Pawnee Avenue, Manitou Springs, Colorado 80829
719.685.5255 ManitouChurch@gmail.com

*The Community Congregational Church of Manitou Springs
is listed on the National Register of Historic Places.
It was first called together as a congregation on August 23, 1879, and
is one of the oldest continuing congregations in the State of Colorado.
The church was built in 1880 and fully restored in 2010.
The pipe organ is the oldest in El Paso County.*

God is still speaking,
**UNITED CHURCH
OF CHRIST**



Our 2022 Staff:

Reverend Heather McDuffee, Minister

Prynness Favors, Office Admin

Sue Jones, Financial Admin

Maribeth Peiniger, Moderator

Stevie Astley, Music/Bell Choir Director

Susan Doherty, Organist

Randy Hudson, Sexton

Digital Connections:

www.ManitouChurch.org

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