



GRINNELL
*United Church of Christ
Congregational*

*To Grow in Love of
God and Neighbor*

167th ANNUAL MEETING
JANUARY 30, 2022

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

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**United Church of Christ – Congregational
Grinnell, Iowa
January 30, 2022
AGENDA for 167th Annual Meeting**

Call to Order	John Ashby
Opening Hymn	<i>Blessed Be the Tie That Binds</i>
Convening Prayer <i>(on next page)</i>	John Ashby
Approval of Agenda	John Ashby
Approval of Meeting Minutes of 166th Annual Meeting	Liz Rodrigues
<u>Looking Back at 2021</u>	
Clerk's Report	Liz Rodrigues
Treasurer's Report	John Ashby
Moderator's Report	John Ashby
<u>Looking Ahead to 2022</u>	
Grace Abounds 2.0 : Growing Forward	Rev. Jessica Margrave Schirm
Stewardship Campaign Report	Julie Eberbach
Approval of 2022 Budget	Julie Eberbach
Report on 2022 Nominations	Terese Grant
Affirmation of Ministry for Elected Leaders	Rev. Jessica Margrave Schirm
Moderator Transition	John Ashby / Julie Eberbach
Closing Prayer	Rev. Jessica Margrave Schirm
Adjournment	Julie Eberbach

Moderator's Prayer for 167th Annual Meeting

by John Ashby

Oh Holy One,
We are grateful for your presence,
For your Spirit blessing us throughout this past year;
Nudging your way back into our heart,
When we needed a little help finding you.
And we thank you for your eternal guidance and support,
As we sought to live faithfully into our mission to,
Serve you,
Serve our church,
Serve our community,
In the presence of the challenges of 2021.

Oh Holy One,
Change can be hard for us,
And this year demanded we change,
In so many ways virtually everything.
We have labored much to be up to the task.
We have suffered some in this task.
We are grateful for your vision,
When we could feel it;
For your grace,
When it filled us;
For your spirit filling our hearts,
When we needed it;
Helping us understand our mission;
Serving you,
Serving our church,
Serving our community,
Stumbling uncertainly as we often were.

Oh Holy One,
Let your Spirit guide and inspire us today,
And throughout this new year.
Fill our hearts now,
As we begin 2022, the New Year.
A New Year with promise.
A year that leads us to serve you in new ways.
Fill our hearts,
Helping us as we continue our mission of,
Worshiping in new ways,
Learning, adults and children, in new ways.
Serving our community in new ways,
Helping us to live into your wish for us:
"Rejoice always, Pray without ceasing,
Give thanks in all circumstances;
For this is the will of God in Christ Jesus for you."*

**1 Thessalonians 5:16-18 (NRSV)*

**United Church of Christ – Congregational
Grinnell, Iowa
January 24, 2021, 11am via Zoom
166th Annual Meeting Minutes**

Moderator Terese Grant called the meeting to order. 37 participants were present at the virtual meeting. The Opening Hymn “*Blessed Be the Ties That Bind*” was played by Kelly Sandquist. Pastor Jessica Margrave Schirm led a convening prayer.

MOTION: Approve agenda for Annual Meeting. (Terese Grant on behalf of Governing Board.)
Motion carried.

MOTION: Approve Minutes of congregational meeting in 2020 held January 26. (Liz Rodrigues on behalf of Governing Board.)
Motion carried.

Looking Back at 2020

Clerk’s Report Liz Rodrigues
The church opened the year with 184 full members and ended the year with 183 full members

Treasurer’s Report Keir Johnson
The congregation gave faithfully to sustain the church throughout the extreme challenge of this year. Our expenses were also lower than projected due to curtailed programs. We are in a good financial position despite the uncertainty ahead.

Moderator’s Report Terese Grant
2020 opened with the church set on a path for building on the success of the Grace Abounds campaign to make our space more inclusive, celebrating our twentieth anniversary as an Open and Affirming congregation, and launching a newly envisioned Outreach team and newly created Music Ministry Taks Force. All of these plans were put on hold with the arrival the pandemic. 2020 turned out to be a year of struggling to maintain worship and community in any way feasible, which we did with the immense effort of our pastor and staff. This has been a difficult year by all measures. The end is not yet in sight, but we look forward to the day when we can return to the more typical work of the church. (See also full report in annual report.)

Looking Ahead to 2021

Stewardship Campaign John Ashby
Current stewardship results are \$233,119 pledged, another \$11,000 just awaiting the pledge cards. Looking at \$244,119, we are almost at our goal of \$247,000. The generosity of our church family is a blessing.

Approval of 2021 Budget John Ashby

MOTION: Approve 2021 Budget with projected expenses of \$303,222 as put forth by Governing Board.
Motion carried. (Zoom poll)

Approval of changes to bylaws John Ashby

MOTIONS: Approve proposed changes to bylaws by voting on each proposed change individually:

MOTION: Approve to change Article VII from the heading “ARTICLE VII -PRESCHOOL” to the heading “ARTICLE VII –AFFILIATED ENTITIES” and for this ARTICLE VII to now include both of our Affiliated Entities -the UCC Community Preschool & the Children’s Choir.

MOTION: Approve to add the words “and Grinnell’s Children Choir” to the last dot under Section 2 of Article IX Elections to clarify that the Grinnell UCC members of the Children’s Choir Board are elected in the same manner and with the same terms as are the members of the UCC Preschool Board.

MOTION: Approve to add a paragraph (a new dot) under Section 2 of Article IX to clarify the terms of the members of the Outreach Ministries Committee.

MOTION: Approve to add a new section “E.” under Article V to establish the organizing principles of the Outreach Ministries Committee.

MOTION: Approve to update section “7,” under Article VI to current day endowment fund best practices and congruent with the way our Endowment Committee is currently functioning. This new wording will allow the committee to continue using best practices and be in compliance with the bylaws.

Motions carried. (Zoom polls)

Report on 2021 nominations

Josh Sandquist

MOTION: Elect the following slate of nominees to serve on boards and committees for the 2021 church year:

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

Outreach Ministries Committee –Kelsey Sandeno, John Noer, Dave Eberbach, Barbara Johnson, Rita Ferneau, Allison Vosburg, and Sarah White

Endowment Fund Committee–Jo Becker, George Britton, Andrew Graham, Dan Rodrigues, and Pam Vosburg

Preschool Board–JoAnn Britton and Jeananne Schild

Motion carried. (Zoom poll)

Affirmation of Ministry for Elected Leaders

Rev. Jessica Margrave Schirm

Pastor Jessica Margrave Schirm led the Commissioning of Elected Leaders.

Terese Grant thanked the 2020-21 Governing Board for their service and formally handed the role of Moderator to John Ashby.

Pastor Jessica Margrave Schirm led a Closing Prayer.

Josh Ashby adjourned the meeting.

Respectfully submitted by Liz Rodrigues, Clerk

A full copy of the church bylaws amended on January 24, 2021 can be found on the church website at <https://meetgrinnellucc.org> under “Governance”.

PASTOR'S REPORT

Rev. Jessica Margrave Schirm, MDiv

I have this quote by author L.R. Knost hanging in my office:

Life is amazing. And then it's awful. And then it's amazing again. And in between the amazing and awful it's ordinary and mundane and routine. Breathe in the amazing, hold on through the awful, and relax and exhale during the ordinary. That's just living a heartbreaking, soul-healing, amazing, awful, ordinary life. And it's breathtakingly beautiful.

When I think back over 2021 - not only in the life of Grinnell United Church of Christ - Congregational, but for the entire world - this quote feels more relevant than ever. At the start of 2021, Covid-19 vaccines were still a ways off for most of us, we were worshipping solely online, and we were ever so weary of life in the midst of a pandemic, not even realizing at that point that we weren't even halfway through it yet. By the summer all adults were eligible for vaccines, we resumed worship in the Sanctuary (masked, distanced, without singing), later in the summer our teens could be vaccinated and there was real hope that things might be returning to normal as evidenced by a return to in person (with a hybrid option) Sunday School and OWL at the start of our program year. Then came the Delta variant, and we watched numbers rise again. But then booster shots became available and children 5+ could be vaccinated and we rejoiced at being able to have a traditional Christmas Pageant and to sing Silent Night on Christmas Eve. As we rang in 2022, our third calendar year living with a pandemic, the Omicron variant emerged and we moved back to Zoom worship for a few weeks to let this wave of cases subside. Awful. Amazing. Awful. Ordinary. Routine. Hopeful. Awful. Amazing. Awful.

Breathe in the amazing...

Friends, Grinnell United Church of Christ was AMAZING in 2021 in so many ways. One of the key things we are learning from this pandemic is how our initial imagining of our Grace Abounds Accessibility and Welcome project was unintentionally narrow. Now we realize that to be a truly welcoming and accessible community of worship we must have online and live-stream worship and Christian Education options available - not just during a global pandemic, but always. Because our 2019 Grace Abounds renovations came in under budget (AMAZING) and your abundant generosity (AMAZING) allowed us to meet and exceed that financial investment, we had the resources available to invest in the technology necessary to make our online presence permanent.

Even though it wasn't always safely possible to engage in in-person mission projects, that didn't deter Grinnell United Church of Christ from living into its mission and vision. From our robust outreach giving, to our ongoing partnership with MICA, to the support our pastor's discretionary fund and Grinnell Ministerial Association vouchers provides for our neighbors, to being a 5 for 5 congregation year after year, to the books we purchased in support of our Global Missions partners Bruce and Linda Hanson, to providing an enormous amount of personal care products to be included in the Christmas Shares program for 2021, it is truly AMAZING to reflect back on the impact - seen and unseen - that our love of God and neighbor has made in Grinnell and around the world.

And if you were able to attend either in person or via live-stream then you know how AMAZING it was to be in worship together for both our Christmas Pageant and our Christmas Eve service. After not being able to worship in-person for those services in 2020, I don't think we will ever take the gift of those sacred worship experiences for granted.

Hold on through the awful...

In reflecting over 2021, I'd be remiss to not mention the hard parts of the year. I'll never forget the way our leadership - Governing Board, Covid Task Force and Church Staff - agonized over doing the right thing with regards to returning to in-person worship. The way we wrestled with how to keep one another safe and how to love God and neighbor, while also acknowledging the deep need to be present with one another during worship, was intense and inspiring. I am so grateful for the intention and wisdom that our leadership displayed throughout the year.

In 2021 several of our beloved church members died, others struggled with increased health issues resulting in their inability to worship in person with us as often as they would have liked, many of our church families endured their own Covid infections, our youngest children still are not eligible for a vaccine. Through it all we've held on to one another. Our faith has anchored us, our community has supported one another, and the Holy Spirit has been our companion and comfort as we've navigated the worst. Thanks be to God.

Relax and Exhale during the ordinary...

Perhaps the greatest gift of 2021 were those moments when life felt, however fleetingly, normal. The routine of Sunday morning worship, being able to travel a bit more and see loved ones for holidays and special occasions, kids being back in school consistently - even when it didn't last long, those moments where we could relax and exhale were precious. There is so much potential on the horizon for ways in which we might grow and expand and dream new dreams as a church - you'll hear more about that at the annual meeting. When I think about what might be in store for Grinnell United Church of Christ in the next few years, I get goosebumps. But before all of that comes to pass, I am reminded that the bulk of the Christian year consists of Ordinary time. My deepest prayer for us as we enter into 2022, is that we would have extended periods of time where we can relax, exhale, and rest in Christ. Thank you for your faithfulness as we continue to navigate this heartbreaking, soul-healing, amazing, awful, ordinary life. You, members and friends of Grinnell United Church of Christ - Congregational, are breathtakingly beautiful.

MODERATOR'S REPORT

John Ashby, Moderator

2021 was quite a year indeed.

The ongoing pandemic set a lot of obstacles in our way, required much attention, and yet in many ways, given all of our faithful responses, we have come through better prepared to serve our mission *because* of the pressure the virus placed on us. This forced us to focus on ways of expanding our worship, education, and church meeting offerings so that they are more inclusive and easier for people to participate. Moving in these directions might not have happened at all, much less as quickly, without this pressure.

Financially we are on a very sound footing, which is amazing, as many churches are suffering badly from the extra pressures of the past years:

- Pledging came in very close to our budget, a testimony of the faithful support we all have for our church.
- The loan we took out from the endowment to finance the Grace Abounds project including accessibility improvements has been fully paid back.

Worship structure has actually improved as a direct result of the pressures of the pandemic:

In addition to in person worship as before we developed multiple options for worship as a direct response to the limitations, including Zoom and Live-Streaming, making our worship more accessible to more people.

Education options have improved as well:

Our education now also includes Zoom options; including both the fully distanced all participants Zoom in, to the hybrid option of some meeting together in person while others can Zoom in from wherever they are.

UCC related meetings have also benefited:

Although in person meetings are resuming, we now have experience in allowing some to participate through Zoom, making physical presence in the church not a requirement. This hybrid requirement has been working well for the Governing Board, and can function similarly for other groups as appropriate. Although meeting in person certainly has many advantages, being able to Zoom in from wherever you are has benefits as well; Zooming means not having to spend the additional time of getting to the church, not having to arrange child care, not having to change clothes, not having to brush your teeth (although I do kinda feel compelled to anyway). Having such flexibility in meeting is actually something that I was pursuing in my pre-Grinnell era as a way to open leadership participation to those for whom regular in-person meetings would often be at best very difficult and in some cases would make it impossible for some people to participate in leadership at all. This is a good thing!

House and Space:

Our church suffered some damage from the 2020 Derecho, including tragic loss of trees and damage to one of the stained glass windows. Gratefully, all in all, minor and with the exception of the loss of big trees, easily repaired. A new tree was planted on Pentecost Sunday 2021. Insurance will cover the storm damage to the window, and the Bricks and Mortar Fund will be utilized to pay for further upkeep to other windows. Stained glass window repair is set to begin in January 2022.

Organizational Additions:

This is the first full year of a functioning Pastoral Relations Committee and this is serving well, providing the support that the pastor and congregation needs. This is also the first full year of having a Tech Team who assist with Zoom and Livestream worship services.

Pastoral Support from Henry Rietz:

An Ecclesiastical Council was held in the fall in order to approve Henry Rietz to proceed with the ordination process at our church. Plans for a call for Henry here at Grinnell UCC are in the works.

Grace Abounds 2.0 – Growing Forward

Music Ministry

- Ken had intended to retire this summer, and although this may be a little flexible, we need to plan for this. One step for 2022 is we need to re-start the Grinnell UCC Music Ministry group to look at how our music ministry needs to evolve into the future to serve our needs.

- One music step forward, our church has acquired a church-based licensing system so that we do not run afoul of copyright problems based upon the music we present in worship. Not all the music we present in church can be freely presented. This issue came directly to all UCC churches from UCC in Cleveland as it is a problem that has caused many churches problems, meaning surprise demands for money for having presented something that was copyrighted and not free to use. The system is fairly easy to monitor and is pretty amazingly inexpensive.
- The Board is also investigating options that may exist to bring in a church music consultant with experience in transitioning forward with our Music Ministry. This is in the beginning stages of asking around to people and to Conference Personnel for recommendations of how and with whom to move forward into our new Music Ministry possibilities.

CE and Outreach Ministries

- Erin has achieved a life-long goal of creating a Music business of her own and has tendered her resignation. Sad for us, but very happy for her. The job she was actually doing had transformed rather significantly from the expectations when she first joined. The Board is looking at options for what skills we really are looking for with a bent towards if not ordained ministry, a more directly ministerial approach to the various parts of the position that is really a full-time position. Our best estimates as of this writing are that netting out expenses already on books for Erin's former position, a new full-time position would require only an additional \$11,724 for 2022 (if it began in July) and would require an additional \$36,234 for a full year of 2023.

I want to give a special call out to all the effort that went into putting our services and meeting capabilities accessible and on-line. Many people put a lot of work into this, and we are grateful for the outcomes. We are not finished, there are improvement areas, but we are functioning pretty well now and look forward to improving into the future. Thank you to all who worked on, many of whom are still working on, this tech transition.

Thank you and grateful blessings to all of us for our faithful support during our efforts to steer through this pandemic. We got here by patiently and even hopefully working together, accepting some setbacks, frequently not liking the setbacks but with an air that we are doing the best we can in a very, very trying situation.

2022 is looking up. Omicron is a bit of a hiccup but the vaccinations are working and the world is moving towards getting together in a more normal, meaning pre-2020, fashion.

Pray, please, that 2022 can soon put at least the worst of this pandemic behind us, and we can Grow Forward, in faith, in serving God, our church mission and our community.

Minutes of Governing Board meetings are posted on the Church website: <https://meetgrinnellucc.org>. The elected members of the 2021 Governing Board were John Ashby, Troy Dillon, Julie Eberbach, Terese Grant, Ross Haenfler, Keir Johnson, Liz Rodrigues.

CLERK'S REPORT

Liz Rodrigues, Clerk

In Memorium:

Number	Name	Died	Joined
4694	Addison Jones	06/18/2021	11/03/1940
5255	Wilma Vosburg	06/18/2021	10/16/1955
6947	Lois Strickler	09/29/2021	12/02/2018

Membership Statistics:

Members Reported to Iowa Conference, January 1, 2021	183
Associate Members	12
Total Members	195

Members Received During Year:

Letter of Transfer	0
Affirmation of Faith	0
Confirmation	0
Reactivated	0

Total Members Received 0

Members Removed During Year:

Death	3
Letters of Transfer	0
By Request	0
By action of Church Council	0

Total Members Removed 3

Associate Members:

Received	0
Removed	0

Net Change in Associate Membership 0

Members Reported to Iowa Conference, December 31, 2021	180
Associate Members	12

Total Members 192

Members Received by Letter of Transfer: 0

Members Received by Affirmation of Faith: 0

Confirmands: 0

Associate Members Received: 0

Baptisms: 0

Members Removed by Request: 0

Associate Members Removed by Request: 0

Members Received from Inactive: 0

Letters of Transfer Out: 0

Members Removed, Out of Town or No Addresses: 0

TREASURER'S REPORT

Keir Johnson, Treasurer

Church finances generally held up well despite the continuing adjustments of our second year of on-line church life. We were able to achieve our Outreach and Mission goals, ending the year almost exactly on budget: overall expenses came in right on budget with pledge income slightly lower than budget but within the expected range. (\$10,000 in 2021 pledged income arrived in early 2022 - E. Haas)

ENDOWMENT REPORT

Pam Vosburg, Endowment Committee Chair

The Endowment Committee meets quarterly in January, April, July and October. The committee, benefiting from professional advice of broker Austin Jones with Grinnell Wealth Management, reviews the portfolio and approves transactions to balance the portfolio and stay within the parameters of a moderate growth allocation of assets. As of 9-30-2021, the market value of the endowment was \$1,192,091.37. This value is averaged with the prior four years market values to compute the amount of endowment earnings to be distributed to operating expenses. In 2021, 4.5% of the average portfolio balances resulted in distributions of \$45,559 to the following 2022 budget items - 40% Trustees, 15% Scholarship, 25% Local Outreach, 20% Mission and Outreach.

In 2019 the church borrowed \$150,000 from the endowment to complete the Grace Abounds campaign renovations. Pledges have since been received to enable that loan to be repaid in 2021. At the October 21, 2021 meeting, the committee approved releasing \$21,125 from the Bricks and Mortar Fund within the endowment to fund needed repairs to the stained glass windows.

I thank the members of the committee – Andrew Graham, Daniel Rodrigues, Joann Becker, George Britton along with support from Moderator John Ashby, Administrator Elizabeth Haas, Treasurer Keir Johnson, Pastor Jessica Schirm, and Investment Advisor Austin Jones.

MEMORIAL GIFTS

Elizabeth Haas, Church Administrator

In 2021 a total of \$3,215 was gifted to the church in memory of Wilma Vosburg (\$2,965), Addison Jones (\$100), and Alice DeRooi (\$150). The money was used to purchase new, lightweight, sturdy, indoor/outdoor tables and chairs to be used in Friendship Hall and for outdoor events.

2021 INCOME & EXPENSE REPORT

		Jan - Dec 21	Budget	\$ Over Budget	% of Budget
Income					
4000 · Pledged Income					
	4100 · Pledges	226,424.37	246,000.00	-19,575.63	92.04%
	4300 · Unpledged	8,379.85	8,000.00	379.85	104.75%
	Total 4000 · Pledged Income	234,804.22	254,000.00	-19,195.78	92.44%
4400 · Earned Income					
	4450 · Use of Building	1,770.28			
	4500 · Program Fees	2,760.00			
	4550 · Checking / Savings Interest	286.68			
	4600 · Endowment - House & Space	17,225.00	17,225.00	0.00	100.0%
	4625 · Endowment - Scholarship	6,460.00	6,460.00	0.00	100.0%
	4650 · Endowment - Local Mission	10,770.00	10,770.00	0.00	100.0%
	4675 · Endowment - Global Mission	8,612.00	8,612.00	0.00	100.0%
	4900 · Miscellaneous Income	95.77			
	Total 4400 · Earned Income	47,979.73	43,067.00	4,912.73	111.41%
	Total Income	282,783.95	297,067.00	-14,283.05	95.19%
	Gross Profit	282,783.95	297,067.00	-14,283.05	95.19%
Expense					
5000 · Worship & Music					
	5045 · Musicians on Contract	30.00	1,125.00	-1,095.00	2.67%
	5050 · Dues/Subscriptions/Licenses	148.90	150.00	-1.10	99.27%
	5055 · Speakers Fund	525.00	1,850.00	-1,325.00	28.38%
	5065 · Tuning & Maintenance	250.00	250.00	0.00	100.0%
	5070 · Worship Supplies	252.58	200.00	52.58	126.29%
	Total 5000 · Worship & Music	1,206.48	3,575.00	-2,368.52	33.75%
5200 · Outreach					
	5201 · OCWM (Basic Support)	24,700.00	24,700.00	0.00	100.0%
	5202 · Association Dues	196.00	200.00	-4.00	98.0%
	5203 · Scholarship	6,460.00	6,460.00	0.00	100.0%
	5204 · Local Mission	10,770.00	10,770.00	0.00	100.0%
	5205 · Global Mission	8,612.00	8,612.00	0.00	100.0%
	Total 5200 · Outreach	50,738.00	50,742.00	-4.00	99.99%
5300 · Learning & Spiritual Growth					
	5303 · Nursery Care	623.35	1,650.00	-1,026.65	37.78%
	5310 · Godly Play & Connect	912.65	1,000.00	-87.35	91.27%
	5330 · Our Whole Lives	2,153.82			
	5340 · Seekers Forum	1,975.00	2,250.00	-275.00	87.78%
	5360 · Community Building	1,458.88	1,400.00	58.88	104.21%
	Total 5300 · Learning & Spiritual Growth	7,123.70	6,300.00	823.70	113.08%
5400 · House & Space					
	5401 · Custodial Services	0.00	0.00	0.00	0.0%
	5402 · Grounds Maintenance	1,716.73	1,600.00	116.73	107.3%

	5403 · Insurance	10,422.75	11,000.00	-577.25	94.75%
	5404 · Postage	488.24	700.00	-211.76	69.75%
	5405 · Supplies & Equipment	10,625.95	9,000.00	1,625.95	118.07%
	5406 · Telephone/Internet	3,558.09	3,400.00	158.09	104.65%
	5407 · Repair & Improvements	2,215.67	3,000.00	-784.33	73.86%
	5408 · Annual Financial Review	153.00	400.00	-247.00	38.25%
	5409 · Utilities	16,449.47	14,000.00	2,449.47	117.5%
	5412 · Bank Service Costs	398.00	400.00	-2.00	99.5%
	5415 · Computer Equipment	4,539.80	2,000.00	2,539.80	226.99%
	Total 5400 · House & Space	50,567.70	45,500.00	5,067.70	111.14%
	5600 · Personnel				
	5610 · Pastor				
	5611 · Pastor Salary	50,205.00	50,206.00	-1.00	100.0%
	5612 · Housing Allowance	19,140.00	19,140.00	0.00	100.0%
	5613 · Pension Plan	9,708.23	9,708.00	0.23	100.0%
	5614 · Health/Dental/Vision/Life Ins.	16,067.54	10,504.00	5,563.54	152.97%
	5615 · Social Security-Pastor	5,304.00	5,304.00	0.00	100.0%
	5616 · Wider UCC Mtngs / Expenses	303.34	450.00	-146.66	67.41%
	5617 · Continuing Education	930.00	1,200.00	-270.00	77.5%
	5618 · Mileage for Meetings/Events	0.00	1,800.00	-1,800.00	0.0%
	5619 · Sabbatical Reserve	625.00	625.00	0.00	100.0%
	Total 5610 · Pastor	102,283.11	98,937.00	3,346.11	103.38%
	5620 · Director of Worship Music				
	5621 · DWM Salary	11,472.00	11,472.00	0.00	100.0%
	5622 · DWM Social Security	877.60	878.00	-0.40	99.95%
	5624 · DWM Professional Dues	260.00	400.00	-140.00	65.0%
	Total 5620 · Director of Worship Music	12,609.60	12,750.00	-140.40	98.9%
	5630 · Church Administrator				
	5631 · Administrator Salary	41,747.04	41,748.00	-0.96	100.0%
	5632 · Health/Dental/Vision Insurance	12,323.00	11,500.00	823.00	107.16%
	5633 · Administrator Social Security	3,193.65	3,192.00	1.65	100.05%
	5634 · Administrator Pension	2,081.92	2,087.00	-5.08	99.76%
	Total 5630 · Church Administrator	59,345.61	58,527.00	818.61	101.4%
	5645 · Lead Organizer				
	5646 · Lead Organizer Salary	14,049.00	14,831.00	-782.00	94.73%
	5648 · Social Security-Lead Organizer	1,074.75	1,135.00	-60.25	94.69%
	Total 5645 · Lead Organizer	15,123.75	15,966.00	-842.25	94.73%
	5650 · Church Maintenance Custodian				
	5651 · CMC Salary	6,776.00	9,984.00	-3,208.00	67.87%
	5652 · CMC Social Security	490.82	768.00	-277.18	63.91%
	Total 5650 · Church Maintenance Custodian	7,266.82	10,752.00	-3,485.18	67.59%
	Total 5600 · Personnel	196,628.89	196,932.00	-303.11	99.85%
	66000 · Payroll Taxes	0.00			
	Total Expense	306,264.77	303,049.00	3,215.77	101.06%
	Net Income	-23,480.82	-5,982.00	-17,498.82	392.53%

BALANCE SHEET AS OF DECEMBER 31, 2021

		Dec 31, 21
ASSETS		
Current Assets		
Checking/Savings		
	1100 · Checking	33,434.45
	1110 · Savings	48,380.50
	1300 · Petty Cash	56.21
	Total Checking/Savings	81,871.16
	Total Current Assets	81,871.16
Other Assets		
1400 - Endowment Assets		
	1410 · Brokerage	1,196,970.10
	1450 · Mayflower Home Promissory Notes	69,200.00
	1480 · United Church Foundation	80,693.35
	Total 1400 · Endowment Assets	1,346,863.45
	Total Other Assets	1,346,863.45
	TOTAL ASSETS	<u>1,428,734.61</u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
	2010 · Endowment Funds	
	2072 · Unrestricted	
	2085 · Dividends and Interest	41,051.36
	2072 · Unrestricted - Other	1,208,601.85
	Total 2072 · Unrestricted	1,249,653.21
	2081 · Restricted	
	2073 · Mayflower Promissary Note	19,200.00
	2075 · Bricks & Mortar Fund	58,208.53
	Total 2081 · Restricted	77,408.53
	Total 2010 · Endowment Funds	1,327,061.74
	2100 · Church Funds	
	2120 · Grace Abounds Campaign	8,494.69
	2125 · Landscaping Fund	5.14
	2140 · Maintenance Reserve	4,491.32
	2145 · Equal Exchange	-397.75
	2155 · Youth Ministry	121.40
	2160 · Derecho Insurance Claim	8,239.28
	2165 · Musical Instruments Repair	942.74
	2170 · Sabbatical Reserve	1,750.00
	2175 · UCC Resources	-58.68
	Total 2100 · Church Funds	23,588.14

	2200 - Preschool & GCC Funds	
	2060 - Pre School	8,125.90
	2061 - Pre School-Fundraiser	45,882.44
	2260 - Grinnell Children's Choir	7,577.92
	Total 2200 - Preschool & GCC Funds	61,586.26
	2300 - Benevolences	
	2355 - Pastor's Discretionary Fund	1,060.29
	2360 - Special Gift Fund	1,047.71
	Total 2300 - Benevolences	2,108.00
	Total Other Current Liabilities	1,414,344.14
	Total Current Liabilities	1,414,344.14
	Total Liabilities	1,414,344.14
	Equity	
	32000 - Retained Earnings	37,871.29
	Net Income	-23,480.82
	Total Equity	14,390.47
	TOTAL LIABILITIES & EQUITY	1,428,734.61

2022 STEWARDSHIP & BUDGET REPORT

Julie Eberbach, Moderator Elect

The results of this year's stewardship campaign provide us an example of our church family's personal decision to choose abundance over scarcity, and the common commitment to the life and mission of Grinnell United Church of Christ.

Our campaign pledges totaled \$226,545. This is less than last year (-9%), but given the incredible demands on the lives of our church families over the past year, these contributions reflect a deep sense of generosity and faith.

While we experienced a net loss of pledging units due to death or change in personal circumstances, 64% of our pledging units increased their gifts anywhere from 6% to over 9%! We also welcomed two **new** pledging units. In total 90% of our church member households made a pledge commitment to our church. As a person who works in the non-profit, charitable field, I can assure you that this kind of response is unheard of!

As we approach the coming year, we are ready to embrace new opportunities; to share our extraordinary welcome, enrich our faith, and provide outreach to the larger community. Our financial picture is strong, and the financial commitment of our church family puts us in a position to navigate the coming year thoughtfully and responsibly.

The board voted on 1/23/22 to approve the following revised budget for 2022 with the caveat that changes may need to be made mid-year depending on the pandemic and staffing changes.

Grinnell UCC 2022 Proposal with 2019 & 2020 Actuals and 2021 Budget

Income	2019 Actual	2020 Actual	2021 Budget	2022 Proposal
Pledge Income	246,622	252,633	247,000	226,545
Nonpledge Income	14,092	13,551	7,000	18,000
	260,714	266,184	254,000	244,545
Endowment Distribution - Facilities	19,617	17,360	17,225	18,224
Endowment Distribution - Outreach	29,426	26,040	25,842	27,335
Miscellaneous Income	485	522		
Use of Building	2,830	1,506		3,000
Program Fees	3,950	1,280		3,500
	56,308	46,708	43,067	52,059
TOTAL INCOME	317,022	312,892	297,067	296,604

Expenses	2019 Actual	2020 Actual	2021 Budget	2022 Proposal
Outreach	54,104	50,347	50,742	52,136
Learning & Spiritual Growth	14,913	7,188	6,300	13,850
Worship & Music	5,244	3,493	3,575	3,975
House & Space	61,485	46,114	45,500	47,300
Pastor Salary/Benefits	93,535	93,533	94,865	103,559
Support Staff Salaries/Benefits	92,891	101,626	96,405	111,067
Staff Incidentals/Sabbatical Reserve	3,182	1,289	4,475	4,475
Support Staff Cost of Living Increase	3%	1.6%	1.6%	2.5%
TOTAL EXPENSE	328,076	303,590	303,222	340,547
Reserve	(11,053)	9,302	(6,155)	(43,943)

2022 Expenses by Ministry



NOMINATING COMMITTEE REPORT

Terese Grant, Past Moderator

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

Moderator	Julie Eberbach
Past Moderator	John Ashby
Moderator-elect	Ross Haenfler* (year 1 of 3-year sequence)
Clerk	Liz Rodrigues (Term 3 – 2022)
Treasurer	(board will need to elect someone)
At-large	Troy Dillon (Term 3 – 2022)
At-large	Gayle Strickler* (Term 1 – 2024)
At-large	Molly Campe* (Term 1 – 2024)

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

Kelsey Sandeno (Term 2 – 2023)
John Noer (Term 2 – 2023)
Dave Eberbach (Term 2 – 2023)
Rita Ferneau (Term 1 – 2022)
Allison Vosburg (Term 1 – 2022)
Sarah White (Term 1 – 2022)
Kelly Sandquist* (Term 1 – 2023)

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

George Britton (Term 3 – 2021; serving an extra year)
Pam Vosburg (Term 3 – 2022)
Jo Becker (Term 3 – 2023)
Dan Rodrigues (Term 3 – 2023)
Andrew Graham (Term 1 – 2022)

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

JoAnn Britton, Treasurer (Term 3 – 2022)
Mary Smith* (Term 1 – 2024)

* Signifies new committee members.

We appreciate the willingness of all these volunteers to carry out important ministries on behalf of the congregation. We are grateful also to those individuals who have completed terms of service, including Jeananne Schild, Keir Johnson, and Terese Grant.

OUTREACH MINISTRIES REPORT

David Eberbach, Outreach Chair

The Outreach Ministries Committee was pleased to serve as the steward for the generous funding Grinnell United Church of Christ commits to needs outside our walls. With an emphasis on both Local and Global needs and a specific focus on education, the Committee considered many giving opportunities during the year.

Our hope in the beginning of 2021 was that the Outreach Committee and the congregation would be more connected to the giving efforts of the Committee, by having members present regularly throughout the year to both inform the congregation, but also challenge the congregation to consider participating as well, whether through giving of resources or of efforts. Unfortunately, due to COVID, we were not able to actualize that goal, but hope to revisit the concept in 2022. We believe strongly that the efforts of Outreach should be directly connected to the day to day of the entire congregation.

Below you will find a list of the projects Outreach supported during 2021. Thank you for your continued support and for the trust you place in the members of our committee: Rita Ferneau, John Noer, Kelsey Sandeno, Allie Vosburg, Sarah White, and David Eberbach

2021 Outreach Recipients

Child Sponsorship through Our Churches Wider Mission
Financial Scholarships for 4 members of our congregation
Support of the OWL (Our Whole Lives) program
Children Books Purchase
Tiger Packs (food assistance for school kids)
Child Mentoring Support (formerly Big Brothers/Big Sisters)
Haiti Disaster Relief
Migrant Children Emergency Support
Afghan Refugee Relief
UCC Disaster Ministries
Grinnell Ministerial Association
Pastor Discretionary Fund to support local unmet needs
Support of the Outreach Internship
Heifer International

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

Our Church's Wider Mission (OCWM)	\$24,700 (10% of pledged income)
One Great Hour of Sharing (OGHS)	\$3,420
Strengthen the Church (STC)	\$1,605
Neighbors in Need (NIN)	\$2,050
Veterans of the Cross Christmas Fund	\$1,765

Additional Outreach gifts collected from church members:

MICA (local food pantry)	\$4,000
Christmas Shares	\$855
Haiti Disaster Relief	\$950
Afghan Refugee Relief	\$1,050
Tornado Relief	\$550
Books for Honduras	\$1075

PASTORAL RELATIONS COMMITTEE

Laura Nelson Lof, PRC Chair

2021 was the first year of Grinnell UCC's Pastoral Relations Committee as a standing committee of the congregation. Members include: Rick Ramsey, Henry Rietz, Judy Scheer, and Laura Nelson Lof. We have used the United Church of Christ booklet, *A Sure Foundation: Resources for the Relationship Between Pastors and Congregations*, as our guide and reference throughout the year. It defines the purpose of the PRC as "supporting a healthy relationship between the pastor and congregants in order to enhance the effectiveness of the church's ministry."

A Sure Foundation lays out two primary functions of a Pastoral Relations Committee as an advisory group to the pastor and a support group for the pastor's leadership.

- As advisors, our first role is to listen. We share ideas, dreams, goals, expectations, needs and concerns of the pastor and of the congregation.
- As supporters of Pastor Jessica's ministry, we listen and discuss roles, boundaries, opportunities and needs of the congregation.

I'm pretty sure that the authors of *A Sure Foundation* could not have envisioned the global pandemic, the economic fallout, or the political and societal events of the past few years. Nonetheless, the framework we are given to meet these challenges lives up to the title. When the central part of a congregation's life is gathering together for worship, study, and fellowship, what do you do when that is not safe? When presence is a central part of ministry, how do you provide that ministry when it is risky to be physically present? How do any of us feel connected to each other in our community when we don't have the luxury of being together in the sanctuary, our classrooms, the parlor, or Saints Rest?

In the same way we've had to pivot and change plans in our own lives when the virus is transmitting freely, we as a church have had to do the same. It's exhausting and nearly impossible to continue with life as it was. The PRC talks about this and how to marry roles, expectations and reality. We pray at the beginning and end of every meeting. We discuss challenges and celebrate accomplishments. Thanks to technology, we've been able to meet online, though we look forward to the opportunity to meet in person for the first time.

LEARNING & SPIRITUAL GROWTH REPORT

Erin Bustin, Lead Organizer

Our Whole Lives (OWL) Sexuality Education

As vaccinations became more widely available, we resumed OWL with a middle school class for grades 7 and 8 which began in late September. While it is a smaller class than we have had in the past (there are 7 participants), the session has gone well so far and we are heading into the second half of the curriculum in 2022.

In addition to two returning facilitators, we have one new facilitator and two new assistant facilitators (both college students).

OWL curriculum experts have advised against delivering the curriculum online, so that is not an option for this program. Our multi-year plan for which OWL classes would be offered year-to-year will need to be reassessed for 2022 and beyond.

Sunday School

We continued to offer online-only Godly Play, Connect, and Seekers classes through the end of the 2020-21 program year. In fall of 2021, we moved to a hybrid model. For Connect and Seekers, we offered both online and in-person options.

Connect: Pastor Jessica facilitates Connect and there have been a regular core of participants joining via Zoom, as well as a few who attend in-person, since we made that option available in September. Materials for Connect classes have been delivered to those participating from home. The relatively small class size and the age of the students (Grades 5 through 8) allows for meaningful, interactive discussion whether participants are online, in-person, or a mix of both.

Godly Play: Through May of 2021 we continued to provide recorded Godly Play stories distributed with the weekly virtual bulletin. We also included a link to a thematically related hands-on activity or craft project which could be completed with basic supplies from home. Special thanks to **Liz Rodrigues and the Rodrigues Family** for their wonderful recordings of Godly Play stories. Their delightful videos have brought the interactivity of this program into our homes, where they have been enjoyed by “children” of *all* ages.

In Fall of 2021 we modified Godly Play for a return to in-person classes. Since the story-telling model of the traditional Godly Play classes does not allow for social distancing, we continued to use the videos that were recorded for the 2020-21 program year. The in-person class includes a viewing of the videos and a related craft or activity. We have been lucky to engage several new college students to facilitate this learning experience. The in-person classes are regularly attended by 3-6 students, ages PK through 3rd grade.

Seekers: Rabbi Rob Cabelli continues as our facilitator for Seekers. Through May of 2021, the Seekers class met exclusively on Zoom. In the summer and through the fall of 2021, Seekers met in a hybrid format – participants chose whether to attend in-person or call in via Zoom. The text that the class read and discussed since fall of 2021 is the Book of Esther.

The hybrid Seekers forum has been consistently well-attended and though the group is smaller than our pre-pandemic meetings, Seekers classes continue to provide a forum for meaningful conversation and fellowship. Special thanks to **Rabbi Rob** and **Barb and John Ashby** who have worked tirelessly to come up with a technology set-up that makes the hybrid class as successful as possible, ensuring that all participants – in-person or online – can both see and be seen and hear and be heard.

Internships

We engaged a part-time summer intern, Andy Kenley, for eight weeks in the summer. Andy is a 4th-year student at Grinnell College. Andy created a comprehensive social media plan for UCC, identifying certain themes and resources for generating social media content. He led the charge on exploring our potential involvement in a community-wide mutual aid initiative. He also helped put together and co-host (with the GNSD’s REDI initiative) tables at the Grinnell Farmer’s Market – one in acknowledgement of Pride Month, and one for Juneteenth. Andy also helped with contacting various stakeholders in the community who might be interested in archiving some of the materials that were left at the George Floyd Memorial in 2020. Kesho Scott has since found community organizations that will showcase these materials around Iowa.

Throughout Fall 2021, Jasper Gray – another Grinnell college student – helped a few hours a week with Sunday school, as well as continuing our efforts to enhance our outreach on social media.

Christmas Pageant

Children ages 5-11, which encompasses the majority of our regular pageant participants, were eligible for vaccination in November 2021. The first Sunday they could be fully vaccinated fell on the third Sunday of Advent, our traditional pageant Sunday. We were faced with a challenge: how could we put together an in-person pageant when our first time together would be the day of the pageant itself?! We found and modified a script that was originally written in 2020 for use on Zoom, and it suited our purposes perfectly. Participants could prepare lines in advance, or simply show up and read from cue cards. Others prepared special music, working in family groups or with a friend. We had children and youth from ten families participate! They showed up the morning-of, threw on some costumes, and provided a joyful retelling of the Christmas story. It was a beautiful and memorable way for many of the children to return to in-person worship for the first time in nearly two years.

MINISTRY REPORTS

Care Connection Team

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

We continue with what we began in 2020: a day of prayer once a month where our team members take turns praying throughout the day. In addition to praying for individuals, our team reaches out to others by visits, cards, phone calls, food, and/or other ways that express care for those going through grief, illness, tragedy, depression, loneliness, and/or death. Our main goal is to show that we care. Although we are called the care connection group, we know that there are many in the congregation who also show their care in the same ways we do. We want to say thank you for being there for each other, especially during this past year.

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

Music Ministry

Kenneth Davis, Director of Worship Music

“The JOY of the LORD is my strength!” (Nehemiah 8:10)

Last month, I celebrated my **seventh** anniversary at Grinnell United Church of Christ! Even in the midst of the pandemic, I have continued to find JOY in my work and can honestly state that I have NEVER felt “burned-out” or depressed. I have loved serving Our Creator and the people of our church and have appreciated the opportunity.

During COVID “Shut-down”

As was the case a year ago, I have continued to read and hear three words used in the news: *nimble*, *pivot* and *resilient*. At the church, we endeavored to be *nimble* by offering new and creative ways through which the congregation could worship, learn, and fellowship. I learned to *pivot* by recording videos of service music and hymns (with Elizabeth at the phone/camera), sometimes three weeks worth of videos in one session! ALL of us learned to be *resilient* as individuals and as a church. I MISSED seeing and being WITH everyone and often thought of ALL of you. I missed MAKING MUSIC with the choir and congregation.

After Resumption of In-person Worship

With the resumption of in-person worship on Pentecost Sunday, May 23, we were faced with a new challenge: it was **not** safe for our Sanctuary Choir to gather for rehearsals and sing in worship. The choir has been on *hiatus* since March 8, 2020. We have greatly missed the choir's musical offerings and I have missed BEING WITH the choir members in weekly rehearsals and Sunday services. Since May 23, we have *pivoted* our music ministry by enlisting vocal and/or instrumental soloists, small vocal ensembles (5-8 participants), and small handbell ensembles (4-5 participants) performing, socially-distanced from each other, in the balcony. As of this writing, I am pleased and proud to report that **32** children, youth, and adults have served in worship music leadership. We are very grateful to them and we anticipate continuing this endeavor in the coming months.

Looking Ahead

I have been thinking for several years about retiring and moving back to my hometown in Bloomington, Illinois. The pandemic has delayed this process by two years. I am ready at a moment's notice to buy a small bungalow there; however, the houses are selling so quickly that I can't "get my foot in the door" to make an offer. In the meantime, I am still happy to continue in my role at the church as long as I am needed. Plans are for a task-force or small committee or consultant to examine and analyze the future direction of our music ministry. I shall be happy to share and assist in any way that I can. I am eagerly looking forward to the future as we continue to seek new and creative ways to engage our congregation in music ministry opportunities. Thanks for your participation, encouragement, friendship, and support!

Tech Team Ministry

Elizabeth Haas, Church Administrator

We began 2021 worshipping on Zoom with help from the following Tech Team members: Barbara and John Ashby, David Eberbach, Ross Haenfler, Josh Sandquist. The team alternated volunteering on Sundays, helping co-host with Elizabeth to make sure Zoom Worship ran smoothly. In June, Dave and Josh implemented a live-stream option for our in-house worship services so that members could opt to worship from home. The church was able to purchase equipment for this endeavor using Grace Abounds: Accessibility and Welcome donations. The church now offers an accessible hybrid format that allows more people to participate in worship, either in-house, from home, or while traveling. Thank you Tech Team!

Worship Host Ministry

Elizabeth Haas, Church Administrator

We began 2021 worshipping on Zoom and moved to in-house worship in June with help from the following worship hosts: JoAnn Britton, Jeananne Schild, and Nancy E. Brown. Elizabeth easily recruited liturgists for both Zoom and in-house worship throughout the year. Thanks to everyone who helped make worship meaningful this year!

UCC COMMUNITY PRESCHOOL REPORT

Jeananne Schild, Church Representative

Preschool Board Membership:

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

Teachers:

Kelli Johnson, Director and Lead Teacher
Wendy Kramer and Jennifer Gnau, Assistant Teachers
In addition, Grinnell College provides funding for two college students to serve as assistants in the classroom on a part time basis. The board and our teachers are very grateful for this support.

Enrollment:

For the 2021-22 school year enrollment is as follows:

- 21 children who are 4 years old
- 24 children who are 3 years old

Response to the Pandemic:

Our preschool teachers have been in constant communication with the G-N School District and have followed their directives for all safety measures. As of this date (1/13/22) there have been no school closures this school year due to the pandemic.

The preschool teachers follow guidance from the school district in order to provide the safest environment possible, including the purchase of plexiglass dividers for the student tables and an air purifier system. To the extent possible, students learn in very small groups and weather permitting spend learning time on the playground. Our preschool has a relatively small number of children present in the church building at any given time (about 18) and the teachers follow a protocol for airing and disinfecting the classroom after each class. All of this has contributed to a safe learning environment this year.

This has been another stressful school year but the board has been grateful for the dedication of our teachers who have put their safety and that of their families at some risk in order to provide the best learning possible for our students. All three teachers became fully vaccinated as soon as it was possible and none has missed school due to Covid. To date, there have been two preschool children who tested positive and remained at home for the required quarantine period.

Funding:

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

The preschool is licensed and inspected both by the Iowa Department of Human Services and the Department of Education. The school is evaluated using the ECERS (Early Childhood Environment Rating Scale). Consistently the preschool receives the highest rating possible (5 stars) and receives \$1000 from the state as a result.

Church Support:

Student fees pay for teacher salaries and basic supplies. The classroom space and utilities are paid by the church. In addition, the Church Administrator provides almost daily service to the preschool in countless ways but including bookkeeping services. Pastor Jessica has welcomed the preschool teachers as part of the church staff. The Outreach Board remains a source of support when needed and this year contributed \$100 to buy books as Christmas gifts for the children.

This past year the preschool end of year and Christmas programs have been held in the sanctuary of the church as opposed to Fellowship Hall to allow for more spacing among family groups. While the change was made because of Covid concerns, feedback from parents and teachers indicate that subject to approval of the Governing Board, preschool performances will continue to be held in the sanctuary. Families can be seated comfortably and have a good view of their children as they perform.

This year marks the 59th year that the UCC Preschool has been in continuous operation including through the unprecedented challenges of the past two years. Historically and currently, the preschool depends upon the gifts of time, talent, and money of church members in order to provide quality education to children in our community.

Peace Covenant

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

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

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

Adopted January 27, 1988

Open and Affirming Statement

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

Adopted May 21, 2000

Mission Statement

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

Adopted January 21, 2001