



**2025-2026 Annual Report**  
**First Congregational Church of Greeley**

**156th Annual Meeting**  
**Sunday, May 3rd, 2026 at 11:30 a.m.**



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## **Mission Statement**

First Congregational Church is a community rooted in God's love, nourished on our spiritual journeys, and growing as an inclusive Christian presence in Greeley and beyond.

### **Ministerial Staff**

Rev. Ben Konecny (he/him)

Minister, Head of Staff

(RevBen@firstconggreeley.org)

Rev. Tamara Torres McGovern (she/her)

Minister, Head of Programs

(RevTamara@firstconggreeley.org)

### **Administrative Staff**

Laura Gurney (she/her)

Church Administrator

(Laura@firstconggreeley.org)

Brooklyn McBride (she/her)

Communications Coordinator

(Brooklyn@firstconggreeley.org)

### **Children & Youth Staff**

Tammi Van Drunen (she/her)

Children's Minister

(Tammi@firstconggreeley.org)

Brooklyn McBride (she/her)

Youth Minister

(Brooklyn@firstconggreeley.org)

Brittany Drake (she/her), Nursery

Jacque Kilber (she/her), Nursery

Piper Schulte (she/her), Nursery

Gabby Luce (she/her), Nursery

Elli Luce (she/her), Nursery

Liam Newman-Edwards (he/him), Nursery

Lucy Coons (she/her), Nursery

Piper Dumont (she/they), WNL Childcare

Kai Davison (they/them), WNL Childcare

### **Music Staff**

Nicholas Gilmore (he/him)

Director of Music

(Nicholas@firstconggreeley.org)

Shona Royle-Grimes (she/her)

Pianist, Jubilation Choir Director

(Shonaroylegrimes@gmail.com)

Kathy Azari (she/her)

Rainbow Choir Director

(Kathyazaria@comcast.net)

Katie Hughes (she/her)

Organist

(katiehughesmusic@gmail.com)

Eli Schamane (she/they)

Principal Choral Chair

Ryan Ostlund (he/him)

Tenor Choral Scholar

### **Facility Staff**

Tyler Rossman (he/him)

Facilities Manager

(Tyler@firstconggreeley.org)

Cole Jensen (he/him)

Kitchen Steward

## Standing Rules of Order

*A Note: The purpose of Parliamentary Law is NOT to dictate. Rules are meant to facilitate assistance in conducting business procedures in a minimum of time and a harmonious climate.*

In all business procedures:

1. The majority shall rule.
2. The minority shall be heard.
3. Those absent shall be protected.
4. Consideration of one item at a time.

The Articles of Incorporation as registered in the State of Colorado, the Constitution, the Bylaws, and the Standing Rules shall govern all proceedings. Robert's Rules of Order, newly revised, shall be the authority in all cases not otherwise provided.

1. Five percent (5%) of the church membership, including a majority of elected officers, shall constitute a quorum.
2. Anyone wishing to speak will address the Moderator and be recognized.
3. Reports of officers and chairpersons shall be limited to five (5) minutes, except those of the Moderator, the Ministers, the Treasurer, and the Budget Committee.
4. Questions regarding reports are in order.
5. Individual reports need NOT be adopted. Past action is history.
6. Any recommendation requires consideration and may be processed when made except for those requiring major change or the expenditure of funds. The latter should come under new business.
7. If proceedings give rise to discussion, a member may speak to the same question a second time ONLY AFTER those present and wishing to speak have had the opportunity.
8. All discussion should be directed to the Moderator.
9. The Nominating Committee shall present a slate of officers for election.
10. Nominations may be made from the floor provided the nominee is present and has given consent to serve if elected. Nominations do not need a second.
11. In a ballot election, plurality elects.
12. There being no further nominations to the presented slate, elections may be made by voice vote.
13. These rules, in case of need, may be suspended or amended by a two-thirds ( $\frac{2}{3}$ ) vote.
14. Decisions depend upon those present and voting.

## **In Loving Memory of the Saints Who Have Gone Before**

**Annie May Pierce**

April 8, 1923  
April 20, 2025

**Donald Lee Roquet**

November 22, 1938  
October 9, 2025

**Caroline Virginia Clough**

June 13, 1930  
May 9, 2025

**Suzanne Marie Roquet**

February 10, 1938  
October 18, 2025

**Constance Louise Harbert**

July 27, 1935  
May 31, 2025

**Susan Alice Conn**

May 4, 1932  
October 18, 2025

**Pamela Sue Ryan**

June 23, 1948  
July 19, 2025

**Betty Jean Drew**

March 12, 1931  
December 10, 2025

**Nancy G. Wood**

October 13, 1950  
June 30, 2025

**Robert Glenn Tointon**

May 19, 1933  
December 27, 2026

**Deanna Lee Holmes**

January 31, 1937  
July 29, 2025

**Patsy Ann Zick**

February 24, 1932  
January 5, 2026

**JoAnne Mitchell Thompson**

December 21, 1931  
August 3, 2025

**Rosemary Lucille Bond**

April 12, 1946  
January 20, 2026

**Gary Alan Hill**

August 13, 1945  
August 17, 2025

**William Richard Jamieson**

March 1, 1935  
March 11, 2026

**Johnny Mack Perdue**

June 20, 1938  
September 23, 2025

**Nancy Lee Meilhan**

June 26, 1943  
March 14, 2026

**Bonny McNerney**

January 29, 1940  
October 7, 2025

## **This Year's 50+ Year Members**

### **1942 - 84 Year Member**

Jody Wells-Gentry

### **1950**

Margaret Rusch

### **1951 - 75 Year Member**

Irene Boettcher

### **1953**

Stow Witwer

### **1954**

Bill Farr

### **1956 - 70 Year Member**

Nancy Winters

### **1958**

John Houtchens

### **1962**

Chloe Childers

### **1964**

Marty Noe

Jean Ward

### **1965**

Judy Tormey

### **1966 - 60 Year Members**

Anne Farr

Sharon Farr

### **1967**

Al Cornebise

Jan Cornebise

Connie Green

### **1968**

Michaleen Bagley

Bryan Cooke

Carolyn Cooke

Dolores Jamieson

### **1969**

Ann Aron

Kim Barbour

Mark Meilahn

Ann Rich

Barb Tokunaga

### **1970**

Jo Ann Hill

Carol Marston

Ann Sitchler

### **1971 - 55 Year Member**

Joy Pickar

### **1972**

Lola Fehr

Lori McCarty

### **1973**

Gloria Johnson

Bob Miller

Diane Miller

Scott Royer

### **1974**

Naomi Brungard

Kathie Holmes

### **1975**

Ed Endicott

Phyllis Endicott

Don Harris

Jo Harris

Larry Heinze

Colette Pitcher

### **1976 - 50 Year Members**

Carolyn Gattis

Judy Kron

Rok Kron

Nancy Ross

## **Minutes of the 155<sup>th</sup> Annual Congregational Meeting**

May 4, 2025, Held in Chadwick Hall

*(These minutes were approved by the Cabinet at their meeting on May 27, 2025)*

The 155<sup>th</sup> Annual Congregational Meeting was called to order by Assistant Moderator Kendra Villareal at 11:30 am.

A quorum was declared present.

Rev. Tamara Torres-McGovern provided the opening prayer.

David Hulac moved, seconded by Judy Kron, the adoption of the Standing Rules. Adopted.

Laura Gurney will serve as parliamentarian for this meeting.

David Hulac moved, seconded by Judy Kron, the adoption of the Order of Business. Adopted.

Rev. Ben Konecny presented the names and a candle was lit for each of the Saints Who Have Gone Before during this past year.

Rev. Ben recognized the 50 Year and plus members of the congregation and noted that we welcomed 42 new members into the congregation.

Table Talk included invitation to Community Circles for the Summer and survey questions regarding what the church is personally.

Kendra noted that the 2024 Annual Meeting Minutes of First Congregational Church of Greeley as they appear in the Annual Report, were approved by Cabinet on March 19, 2024.

David Hulac, on behalf of the Cabinet and Trustees, moved the adoption of the 2025-2026 budget. Adopted.

Rev. Ben reported that Capital Campaign work is mostly completed. Work in the Youth Room is underway and the lower level is under discussion.

Rev. Tamara acknowledged outgoing leaders: Coutney Luce, Maya Turn, Diane Bolden-Taylor, Betty Fowler, Lynn Waltman, Mike Frick, Judy Kron, Lori McCarty, David Hulac and Deanna Bawdon.

David Hulac, hearing no additional nominations, declared the nominations closed and the slate as presented by the Nominating Committee elected. Rev.

Rev. Ben closed the meeting with prayer.

Kendra declared the meeting adjourned.

Respectfully submitted,

Deanna Bawdon, Recording Secretary

## 2026-2027 Nominating & Leadership Report

All italicized positions are up for election.

Additional recommendations to be shared at Annual Meeting.

### Cabinet

#### Term Limits As Listed

Up for Election	Up for Election Term Limits	Member	Term No.	Year No.
No	Past Moderator	Kendra Villarreal	1	3
No	Moderator	Chris Muscato	1	2
Yes	<i>Moderator-Elect (3-year progressive term)</i>	<i>To be presented at Annual Meeting</i>	1	1
Yes	<i>Recording Secretary (1 year term, no limit)</i>	<i>Jean Bruns</i>	1	1
Yes	<i>Treasurer (1 year term, no limit)</i>	<i>Lola Fehr</i>	3	1
Yes	<i>At-Large Member (1 year term, 3 term limit)</i>	<i>Anthony Azari</i>	2	1
Yes	<i>At-Large Member (1 year term, 3 term limit)</i>	<i>Ryan Paul</i>	2	1
Yes	<i>At-Large Member (1 year term, 3 term limit)</i>	<i>Kai Davison</i>	2	1
Yes	<i>Outreach Ministry Group (1 year term, 3 term limit)</i>	<i>Aron Flynn</i>	1	1
Yes	<i>Fellowship Ministry Group (1 year term, 3 term limit)</i>	<i>Currently Staff-Respresented</i>	0	0
Yes	<i>Family Faith Formation Ministry Group (1 year term, 3 term limit)</i>	<i>Currently Staff-Respresented</i>	0	0
Yes	<i>Worship, Music &amp; the Arts Ministry Group (1 year term, 3 term limit)</i>	<i>Sandy Varley</i>	2	1
Yes	<i>Board of Trustees (1 year term, 3 term limit)</i>	<i>Brandon Houtchens</i>	1	1
Yes	<i>Personnel Committee (1 year term, 3 term limit)</i>	<i>To be presented at Annual Meeting</i>	2	1

**Board of Trustees**  
**3 Year Terms, 2 Term Limit**

<b>Up for Election</b>	<b>Trustee</b>	<b>Term No.</b>	<b>Year No.</b>
Yes	<i>To be presented at Annual Meeting</i>	1	1
Yes	<i>To be presented at Annual Meeting</i>	1	1
Yes	<i>Karen Trainor</i>	2	1
No	Christian Schulte	2	2
No	Tim Coons	1	3
No	Becca Vaclavik	1	3
No	Brandon Houtchens	1	3
No	Kim Rais	1	2
No	Reed Sedinger	1	2

**Treasurer**  
**1 Year Terms, No Term Limit**

<b>Up for Election</b>	<b>Treasurer</b>	<b>Term</b>
Yes	<i>Lola Fehr</i>	3

**Rocky Mountain Conference Meeting Delegates**  
**1 Year Terms, No Term Limit**

<b>Up for Election</b>	<b>Delegate</b>
No	Chris Muscato
Yes	<i>To be presented at Annual Meeting</i>
Yes	<i>To be presented at Annual Meeting</i>
Yes	<i>To be presented at Annual Meeting</i>

**Ministry Group Chairs**  
**1 Year Terms, 3 Term Limit**

<b>Up for Election</b>	<b>Ministry Group</b>	<b>Chairperson</b>	<b>Term</b>
<i>Yes</i>	<i>Fellowship</i>	<i>Currently Staff-Represented</i>	<i>1</i>
<i>Yes</i>	<i>Worship, Music &amp; Arts</i>	<i>Sandy Varley</i>	<i>1</i>
<i>Yes</i>	<i>Family Faith Formation</i>	<i>Currently Staff-Represented</i>	<i>1</i>
<i>Yes</i>	<i>Outreach</i>	<i>Aron Flynn</i>	<i>2</i>

## **2025-2026 Membership Report**

### **As of April 8, 2026**

Over the past year, we've welcomed 28 new members to our congregation! We do not include children in membership numbers until children have been confirmed, but the new members bring with them a number of children and youth, as well. These are only those who have officially joined our membership; many others are participating in the life of the church on a regular basis!

Please be sure to check out the new faces section of the Happenings Wall through the year to see all those who are making FCC home!

#### **Membership by the Numbers**

Members as of April 15, 2025	429
Number of New Members Received	26
Number of Members Reinstated	2
Number of Members Deceased	15
Members Transferred Out	4
Members Removed by Request	0
Members Made Inactive by Cabinet*	0
Members as of April 8, 2026	438

*\*Article IV, section 2 of our Constitution & Bylaws allows the Church Cabinet to move members from Active to Inactive "who, for an extended period of time [at least 2 years], have ceased to show an interest in the work of the Church by not participating in the activities and support of the Church, or who are known to have left the parish without requesting a letter of release or transfer." This was last completed in 2023.*

#### **Attendance is Growing Rapidly!**

At our staff retreat each January, we look at our attendance trends. Since 2023, we have continued to experience about 20% annual growth for in-person attendance, averaging 174 people in 2025 (and already averaging 215 in 2026)!

Easter attendance surpassed our expectations and reached 460 people in-person, which made Easter attendance even bigger than Christmas Eve attendance (with 408).

None of this counts our online attendance, which is harder to calculate exactly, but reaches over 100 people each week!

## **2025-2026 Annual Report of the Cabinet**

**Kendra Villarreal, Moderator**

### **A few highlights from the past year include:**

- Instituted a new calendar planning process which included a half-day gathering with cabinet and staff.
- Approved our church's identity statement: We seek to be a church who is rooted in God's love, where we are each nourished on our spiritual journeys, and where we are growing as an inclusive Christian presence in Greeley and beyond. So seekers and believers, people of faith, people of no faith at all, no matter who you are and no matter where you are on life's journey - you are welcome here!
- Determined new ways for ministry groups to share the workload of group more sustainably among group members.
- Oversaw the process for calling Tammi VanDrunen and Brooklyn McBride to ordainable positions at FCC.
- Oversaw process for moving towards a congregational vote to honor Rev. Nate Miller with Pastor Emeritus status.
- Worked with Outreach Ministry Group on piloting a "Safe Lot" program in collaboration with the City of Greeley and Catholic Charities.
- Discussed ways to continue living into our Open and Affirming identity - particularly pertaining to the welcome and inclusion of the trans community, those with disabilities, and people across the political spectrum.

### **A few things we're looking forward to in the coming year include:**

- Working with the Trustees towards greater financial sustainability
- Deepening our ONA commitments as a church community.
- Finding ways to increase volunteer involvement among church members
- Helping support church staff in this time of congregational growth

### **Some ways that you can support the work of our group include:**

- Be involved in the life of the church in ways that bring you joy!
- Provide cabinet members feedback about things you think are going well at the church and places that you see as our growing edges
- Consider joining a ministry group or other ongoing volunteer opportunity at the church

### **We extend our thanks to:**

- Lori McCarty - concluding her time as Past-Moderator; Barb Hines - concluding her time as Recording Secretary; Kay Fisher - concluding her time as Chair of Worship, Music, and Arts; Karen Trainor - concluding her time as Chair of Trustees; Chris Muscato - will serve as next year's Moderator

## **2025-2026 Annual Report of the Board of Trustees**

**Karen Trainor, Chair**

### **A few highlights from the past year include:**

- Continued emphasis on year-round stewardship
  - Finalizing the move to July-June financing was largely successful and established brunches with potential new members has been enhanced by a follow-up campaign that uses videos to explain information about responsibilities of members (including pledging)
  - Increased emphasis on stewardship during Calls to Thanksgiving
  - We no longer find ourselves mired in planning for Annual Meeting, embedded in stewardship, and celebrating Advent—all at the same time!
- Year round giving through other avenues
  - King Soopers cards
  - Sunday baskets
  - Honoring individuals with special gifts
- Additional changes to Policies and Procedures
  - Established a Gift Acceptance policy to clarify endowments and avenues for donations
- Redesignation of Special Funds
  - Requests to designate funds that are not able to be used for their original designation and whose original donors are not able to be located were approved by the Colorado Attorney General
- Finished the Capital Campaign projects
  - Completed library and youth room
  - Continued to receive capital campaign funds which were used to update the sound system and a few other small projects
- Increased the rental fees to a competitive level
- Continue to oversee the maintenance and preservation of our indoor and outdoor spaces

### **A few things we're looking forward to in the coming year include:**

- Increase the amount of space for rental which will entail some additional work in the bathrooms and locker rooms
- Actively search for new renters for the lower level
- Implementation of a Legacy Giving program
  - Carrie Rossman, a member and donor development expert, will guide us
- Continuation of the Dollars and Donuts presentations quarterly with emphasis on our sustainability but also our needs for increased giving
- Proceed with effort to redesignate other Special Funds

### **We extend our thanks to:**

- To Melissa Gattis, who is finishing her two terms as a trustee, and has provided incredible expertise to the Capital Campaign projects, and a light touch during trustee meetings.
- To Kim Rais and Reed Sedinger who joined us this year and who immediately jumped in with excellent appeals during the Call to Thanksgiving.

- To Brandon Houtchens who will take over as chair next year, and to Judy Kron who previously led this board as chair during a tumultuous time.
- To the rest of the Trustees (Rick Ott, Tim Coons, Becca Vaclavik, and Christian Schulte) who have weathered the ups and downs of finances during this past year with the rest of us.
- To Sam Asrari, our Financial Advisor at First National Bank of Omaha, who provides us with information we share with you at Dollars and Donuts and keeps us apprised of developments in the market.
- To Lola Fehr, who, as treasurer, continues to be support and cheerleader and is as faithful in her duties as is possible.
- To Rev. Ben and Rev. Tamara and Laura who work with us on every aspect of our responsibilities and are especially helpful with advice and information whenever needed.
- To all who continue to support our staff and our mission in this community. We can't do this job alone and all who support us with time and talent and financial support are greatly appreciated.

### **Finally**

We are still in a tumultuous time, with an unstable stock market. We have invested in our future by calling two staff members to be ordained because of their incredible expertise and what they offer our children, youth and families. Our Dollars and Donuts efforts are providing more information and transparency about our financial situation and we will continue to do that regularly. Our membership is growing (we had 32 adults at our last Welcome Lunch!).

Our pledge to the congregation is to diligently care for our beautiful building and grounds, while stewarding our finances as is necessary and appropriate. As you already know, we need more financial support from everyone who loves this place and feels at home here. We have built a reputation in this community that we are truly "open and affirming" and committed to justice for all. With God's blessing and your continued support we can continue to be "In Greeley for Good."

**2025-2026 Annual Report of the Family Faith Formation Ministry Group**  
**Tammi VanDrunen, Staff**

**A few highlights from the past year include:**

- A joyful Advent Workshop for over 100 people, supported by many congregants.
- A fun summer kick-off event for families and a “Flat Jesus” summer adventure for the whole congregation!
- Watching people of all ages engage in the tactile worship stations during the Ash Wednesday service.

**A few things we’re looking forward to in the coming year include:**

- Building our team for growth of all our faith formation age groups.
- Laying the groundwork to support continued growth of children, youth, young adults, and families.
- Continuing to serve the congregation by providing joyful, fun faith formation events.

**Some ways that you can support the work of our group include:**

- Join the FFF team A (be sure to include contact info!)
- Join our special events team! We’ll contact you periodically to help with our large events, like Advent Workshop and the Share the Joy Easter egg hunt.
- Contact Tammi VanDrunen if you are interested in helping: [tammi@firstconggreeley.org](mailto:tammi@firstconggreeley.org)

**We extend our thanks to:**

- Mary Hulac, Jo Harris, Paige Baldwin, Kelly Agnew, Kathleen Everitt, Tammi VanDrunen

## 2025-2026 Annual Report of the Fellowship Ministry Group

Laura Gurney, Staff

### A few highlights from the past year include:

- Growing all-church events! We're planning for more and more people at each spring and fall picnic, which is a delightful challenge. We've started asking you to potluck all of the sides for our events and you have not disappointed!
- Full, vibrant, and exciting Welcome Lunches to meet and get to know those who are new to the FCC community. In March, we had our largest Welcome Lunch ever, with 32 attendees (not including staff or volunteers)!
- The Holy Week meal and service are always a sacred highlight in our work. We're grateful to Tamara's imagination and skill in planning this event, and to the Queer Cooking Team for their willingness to jump in and prepare the meal this year!

### Something we're looking forward to in the coming year include:

- Welcoming new FOG Hosts! Several of our regular FOG hosts are retiring or have downsized, so we're on the lookout for new FOG hosts! If you like to host people in your yard or home for a laid-back social gathering, this is a great opportunity for you! Reach out to Laura in the office.

### Some ways that you can support the work of our group include:

- Join in to help us at events! Our top three event support needs are generally set up, tear down, and helping to provide food. If you want us to reach out when we need help in one (or all three!) of these areas, please let Laura Gurney know ([laura@firstconggreeley.org](mailto:laura@firstconggreeley.org)).
- If you love hosting, planning the details of an event, and imagining ways to extend warm hospitality to our everyday activities, *we need you!* Whether there's one church event you're particularly passionate about planning and would like to take the lead on for the year, or you like to contribute to the creativity in ongoing events, you're welcome to join on the second Sunday of each month in the library!

### We extend our thanks to:

- Current team members: Ron Brinkman, Betty Fowler, Pat Kennedy, Tim Kennedy
- Friends who retired from the team during the past year, but who still jump in to help as needed: Lola Fehr, Jenny Sterba, Karen Trainor
- Bryan Cooke, who is retiring after having coordinated FOG events for several years
- Cherise DeKraai, who serves as our funeral reception coordinator and her whole team who show up with kindness, calm, compassion, and hospitality for our members and their families on some of the hardest days of their lives
- The youth, who happily jump in and help us set up food for all-church events and make a 30-minute job a 3-minute job
- All those who have baked cookies, made soups, brought desserts, set up, washed dishes, moved tables, and more - all in the name of gathering together and connecting with the community

## **2025-2026 Annual Report of the Outreach Ministry Group**

**Aron Flynn, Chair**

### **A few highlights from the past year include:**

- Implementation of new roles within the Outreach committee to help reduce administrative load and promote greater involvement in committee members
- Beginning of Safe Lots initiative to provide a safe place for those who are experiencing current homelessness but who still have a vehicle to have a place to safely park and sleep
- Continued success of the Food Bank and expansion to support a second volunteer date each month
- Continued success supporting the Guadalupe Center
- Completion of support for two sponsored refugee families
- Numerous successful events to support Heath Middle School, including: A book drive, candy based Halloween support, construction of bulletin boards, a meal put on during parent teacher conferences, a coat drive, and more
- Support for Lutheran Family Services food pantry through financial support & a food drive

### **A few things we're looking forward to in the coming year include:**

- Implementation of the Safe Lots Initiative
- Implementation of a more supportive Volunteer Intake and Reporting Procedure
- Supporting an upcoming Habitat for Humanity Faith Build this fall
- Implementation of a kiosk in the Narthex listing outreach groups and contact information to support greater involvement in the congregation with outreach initiatives

### **Some ways that you can support the work of our group include:**

- Please contact Aron Flynn to integrate the youth into Outreach Initiatives (970-702-3673, flynn.aron@gmail.com)
- More mentioning of initiatives from the pulpit to build awareness of works in the community
- Assistance with utilizing our various media platforms and messaging to make the congregation aware of Outreach initiatives and to drive engagement with the congregation

### **We extend our thanks to:**

- All the people in the Outreach Ministry Group: Jeannene Page, Rev. John Bliss, Rok Kron, Susan Bromley, Carolyn Cooke, John Lowenbach, Josette Bond, Rev. Ben Konecny, Yvonne Zack, Rev. Kevin Olsen, Jan Olsen, Sue Zamora, Aron Flynn
- We also would like to thank: Brooklyn McBride, Tamara Torres McGovern, Laura Gurney, and Tammi VanDrunen for their support in outreach initiatives and in media and secretarial support
- We'd further like to thank: Jo Harris and Wynne Levelle for their continued leadership of our church's involvement at the Greeley Interfaith Clothing Bank

**2025-2026 Annual Report of the Worship, Music, and the Arts Ministry Group**  
**Kay Fisher, Chair**

**A few highlights from the past year include:**

- With the building remodel completed, Dorothy Elder updated our extensive art archive notebooks with the help of Jean Bruns, the first update since 2006. A new digital spreadsheet was also created.
- Due to First Methodist Church being demolished, we saw increased usage of our sanctuary and other spaces for outside musical events, resulting in increased rental income and exposure to a wider audience.
- Our first *Holly and the Ivories* concert was wildly successful, certain to become a tradition. We have a wealth of musical talent!
- The bell choir has expanded its membership, increased its repertoire, and has been a beautiful enhancement to worship more frequently, including leading an all-bells worship!
- Choir has grown, and the Transharmonic Choir and Labyrinth Theater have been established and are sharing their talents with the congregation and community. In addition our children's choir has continued to grow and perform each month, led by Shona Royle Grimes, Kathy Azari. We have also enjoyed music from our youth choir multiple times this year.
- Plastic communion cups have been upgraded to a more ecologically sound and sustainable glass cups. Beautiful, handcrafted wooden trays that work with an efficient container for the dishwasher have been added.
- Our pool of readers has expanded to include regular contributions from Cabinet, Trustees and our youth. We celebrate hearing more voices and stories from the pulpit!
- We enjoyed two wonderful Music Sundays this year, a vibrant Congregational Caberational, and debuted original music written by our talented staff: Nicholas Gilmore, Katie Hughes and Eli Schamane.
- On May 2nd, we celebrated the ordination of Rev. Tammi Van Drunen, Associate Minister of Children and Families, and Rev. Brooklyn McBride, Associate Minister of Youth and Community Connections at a service which included participation from our children and youth, two guest preachers, and numerous visiting clergy.
- With our newly refurbished altar table and numerous enhancements to our A/V, our sanctuary renovation is finally complete.

**A few things we're looking forward to in the coming year include:**

- A new incarnation of our Holly and Ivories Christmas Piano Program will be offered.
- Further expansion of our network with community musical organizations, with UNC, Aims, and other churches, to strengthen our role as a musical hub for our community
- After many dedicated years of designing and implementing altar enhancements, Dorothy Elder is passing the baton. A New Team of artists have come together to create a Worship and Enhancements Team, bringing their gifts to the visual aspects of worship.
- Similarly, this worship team will expand the diversity of spiritual breadth of worship services, collaborating with our ministers and staff around worship themes, preaching series, and music selections. In addition to the Blue Christmas and other "special" services, this team looks

forward to bringing even more worship opportunities for the growing diversity of our congregations' members.

**Some ways that you can support the work of our group include:**

- Continue to communicate what you are inspired by, as well as what you wish for in music, worship and arts
- We're always looking for folks willing to read scripture and provide the Call to Thanksgiving for the 8am service. Contact Jane Weber
- Communion: we're looking for folks to help set up communion at 8 and/or 10 and always happy to add more bread bakers to the rotation. Contact Jane Weber
- If you would like to be a part of Worship, Music and the Arts, please contact Rev. Tamara

**We extend our thanks to:**

- Team members have included Kay Fisher, Jean Bruns, Jane Weber, Dorothy Elder, Karen Inglis, Bonnie Humphries, and Sandy Varley
- Our wonderful musicians, both staff and everyone who participates in making music!
- Sandy Magnuson, Betony Coons, Sue Norris, and Kate Norris who provide fresh, homemade bread for communion every month
- Sunday Morning Greeters
- Our Safety and Welcome Team
- Our Many Readers
- Communion Preparation Volunteers and Servers

## 2025-2026 Annual Report of the Minister, Head of Staff

Rev. Ben Konecny

### Highlights from the past year:

- After much time and energy went into Capital Campaign projects over the last three years, it has been wonderful to see church life flourish in our beautifully renewed spaces.
- We have experienced tremendous growth and vitality in virtually all areas of church life - the music program, youth and children's ministry, volunteer involvement, outreach service work, online worshipping community, new members, and Sunday morning visitors.
- We have begun a class in conjunction with the Immigrant and Refugee Center for English language learners.
- FCC was named "Distinguished Congregational Partner of the Year" by Lutheran Family Services Rocky Mountains.
- Tammi and Brooklyn receiving calls to ordained positions at FCC.
- Along with my ongoing Bible study, I have enjoyed offering a weekly adult ed class focusing on church history.
- I have found it very meaningful to participate in a Weld County clergy group that began gathering around a concern for our immigrant neighbors who have become increasingly vulnerable in the past year.
- My family has enjoyed a new Saturday morning toddler playgroup that meets monthly in the church gym.
- After many years talking about how best to articulate our church's mission, I am glad the Cabinet decided that the most fitting identity statement for our church are the words we say at the beginning of worship every Sunday: We seek to be a church who is rooted in God's love, where we are each nourished on our spiritual journeys, and where we are growing as an inclusive Christian presence in Greeley and beyond. So seekers and believers, people of faith, people of no faith at all, no matter who you are and no matter where you are on life's journey, you are welcome here!

### Things I am looking forward to in the coming year:

- Beginning a new chapter in the church's life with Tammi VanDrunen and Brooklyn McBride's ordination.
- A new initiative called "Kaliedescope" that we hope will help deepen individual's self-understanding as well as provide support in helping people discern what part of church life may bring them the most joy to participate in.
- Continuing to be part of a growing and vibrant church community where people experience a deepening connection with God and others.
- Seeking ways to integrate contemplative practices into my own faith as well as the broader life of the church.

### Special thanks:

- Kendra Villarreal who served as our Church Moderator; Karen Trainor who served as the Chair of Trustees; Lori McCarty who served as our Past-Moderator; Barb Hines who served as our Recording Secretary; Melissa Gattis who is finishing her second 3 year term on the Board of Trustees; Frank Scales who began serving as our Sound Team Lead this summer; Billy Jack Simpson who recently began serving as our Stream Team Lead; Phil VanDrunen who offers invaluable insight into our av technology; all of our incredible volunteers who devote so much time - often behind the scenes - to FCC's life and mission.

## 2025-2026 Annual Report of the Minister, Head of Programs

Rev. Tamara Torres McGovern

I start this report with gratitude for the abundant life of our church and the many lives touched by the community we are building together. Here are a few highlights:

- **Lay Leadership:** This year, in light of the continued addition of new members and growing numbers in worship, the staff has sought to build sustainability through empowering and equipping of our lay leaders. As part of this initiative we invited Cabinet to support the staff in the work of building our annual programming calendar—and many hands made work light! We will be following this up with another leadership training on May 9th to pilot a Spiritual Gifts training we hope to roll out for the wider church in 2026. I have relished watching talented members of our church community take the reins on meaningful events including a team of women, with Kate Norris at the helm, organizing our spiritually enriching second annual Women’s Retreat, Rok Kron taking over leadership of our Spanish Conversation Circle, Judy Kron and Kay Broderius building a foundation for programming for our seniors in the year ahead, our WNL cooking team, and the work Laura has done to organize and equip a variety of teams to help Sunday mornings run smoothly. Similar initiatives are taking place in all of our program areas— which not only expands staff capacity but also allows us to flourish with the creativity, insights, ideas and gifts of a broader group of leaders.
- **Worship Together:** This year has included many worship “highs”. From the wise to the weird, we explored the story of women in the Old Testament. We also had preaching series on Jesus’ life as “A life illuminated”, and “Living Beyond Labels”. In addition we enjoyed a raucous *Blessing of the Animals* and a *Poetry and Carols* service, a joyful *Christmas Pageant*, a tender *Longest Night* service, *Ash Wednesday Worship* with both homemade pancakes and meaningful contemplative stations, a *Holy Week Service* with a full mediterranean meal, a jam-packed *Easter Sunday*, and an enriching and empowering *Stewardship Season* (with a commitment to financial education and transparency). Add to this the superlative music offered by the chancel and bell choirs, children and youth choirs, special musicians and our *Carols and Ales* service led by Tim Coons. As staff, people regularly let us know that worship is what fills their cup and helps them navigate the times we are living in.
- **Youth:** I am so excited that this year we were able to welcome Rev. Brooklyn McBride to our team. And it is a wildly abundant bonus that she brings Mike McBride and Hutton Ewert (two of our recent beloved youth group leaders) as dedicated volunteers. While this team has programming well in hand, I am grateful to remain connected to our youth programs. This year we welcomed in a new class of Confirmation students. Meaningful (and theologically deep) discussions unfolded in classes taught by Rev. Brooklyn, Rev. Ben and myself about everything from the nature of the Divine to understanding Jesus and varying levels of Christology, to Christianity and the call to justice. Our confirmands visited a synagogue in Fort Collins and a Hindu Kirtan in Boulder. They helped lead calls to worship and volunteered at the church and in the community. And they built friendships along the way! In addition, in June of 2025, we led a Journey into the Wilderness pilgrimage which took us from Gunnison to Colorado National Monument to Moab to explore wilderness as a place of encounter with God.
- **When the Margins move toward the Center:** While all the churches I have served have been Open and Affirming, there is a difference between inviting marginalized communities to be a part of a community, and inviting them to lead and help reshape who that community is. In addition to our participation at Greeley Pride, and our acting as co-hosts for the annual *LGBTQ+ Friendsgiving*

*Meal*, this year saw the formation of an LGBTQ+ cooking team which has served delicious meals at WNL. This small but mighty crew is not only welcome at FCC, but is, quite literally, nourishing the community. This weekly time of fellowship has been a gift both for those participating in cooking, and those receiving the meal. FCC also continues to host JEDI Greeley, the Transharmonic choir and PFLAG. In a time when LGBTQ+ rights are under attack, FCC's continued insistence on LGBTQ+ people as beloved children of God matters immensely. In the year ahead we hope to expand these fellowship opportunities.

- **Our Building as Blessing:** This year we celebrated the opening of our newly refurbished Youth Room and Library. We also completed the outdoor playscape. Our community is a place of joy, connection and beauty, and now our physical spaces reflect this more fully. From members to renters, people comment on how much they enjoy the space. Early in the design process Betony spoke about Beauty as a Moral Imperative. We now see the spiritual and community impact beauty can have!
- **Trip to Italy:** We have led many regional and national youth and intergenerational trips over the years, and the choir has traveled and performed internationally. But this year for the first time, at members' urging, the staff is leading an international trip with a focus on food, fellowship and Christian history to Italy. Revs. Tamara and Ben, and Nicholas Gilmore have teamed up to create an opportunity for those who have always wanted to do such a trip but didn't want to navigate it alone. Along with 23 members and friends, the group will travel to Spoleto, Assisi, Florence and Rome. We hope to offer future trips to a variety of locations and at a variety of price points in future years, as we know this type of travel can create deep and lasting connections.
- **Ordination of Tammi and Brooklyn:** This year we had the joyful opportunity to ordain two of our beloved staff members as part time Associate Ministers. Both Tammi VanDrunen and Brooklyn McBride have spent years in formation, learning and growing into gifted ministers. We are grateful that we were able to celebrate and make official what was already true: their Divine calling to serve and help transform our church and the wider church!

#### **A Word of Gratitude:**

- As a minister I want to offer special thanks to the members of this church. This is a kind and generous place to serve as a minister. There isn't a week that passes without naming my good fortune for having found my way to FCC. You, the church, regularly go out of your way to affirm the gifts you see in our staff. You advocate for just compensation and continued training. When something is done well, you let us know! When it appears we are working too much, you encourage us to set limits and carve out time for family or self care. When I return from vacation, you are eager to hear how it went, or how my family is doing. You offer thoughtful feedback on sermons, worship experiences, classes and gatherings. You show up and try new things. You take leaps of faith alongside the staff, regularly. And, equally important, you show up to support one another: providing childcare, meals, housing assistance, compassion and forgiveness. You are kind, gentle and curious with one another. I see how our church embodies its values of being a place of welcome for all. In a world where divisiveness and mistrust have become normative, this IS sacred ground indeed. Each of you is part of the blessing that I receive in this community. So, thank you!!  
– Rev. Tamara

## 2025-2026 Annual Report of the Church Administrator

Laura Gurney

### Highlights from the past year:

- We are growing in the most delightful way! In my seminary classes, I often hear classmates talk about the challenges they're facing, the decline of the mainline church, and a future that is uncertain. Each time I hear it, I am reminded that something remarkable is happening here! God is at work, doing more than we could ever ask for or imagine! I step back and realize that most of the biggest challenges I've faced in my work this year have truly been champagne problems, born out of the need to scale the system more rapidly than I would have dreamed. Many days I send a text to one of my dearest friends, also in church work, that begins "*God is at work again today!*"
- Our building is busier than ever! Between the life of the church and the ways the community is using our facility as a hub, there is hardly ever a day where the building sits empty and quiet. Not only is it a reflection of the life happening here, but the use by so many outside groups serves to drive critical revenue that supports the mission of the church.
- We have made significant changes in the way we're talking about the church and money. I believe we're more clear than ever about the financial challenges that we have faced for decades. But we've also gotten very clear about the ways that our investments, both endowed and unrestricted, are supporting our ministries and what is and is not sustainable for the long-term. The Trustees have really begun living into a culture of year-round stewardship that doesn't begin and end with our annual pledge drive. Instead, we're providing quarterly updates, developing year-round giving campaigns, and preparing for a planned giving campaign to sustain our ministry long into the future. This is *remarkable* work to get to do in a moment when so many other churches are talking about closing their doors. That's why this year's campaign theme, *A Future With Hope*, is so fitting.

### The biggest thing I am looking forward to in the coming year:

- A culture shift has begun. For nearly all of the 18 years that this has been my church home, the vision and direction of the church has been largely set by the staff and supported by the congregation. But over the past couple of years, things have been shifting. You - our leaders and congregation - are asking us to step back and let you *really* live into the idea of being a congregational church, where the congregation sets the path and the staff supports you along the way. We (the whole staff) haven't always done it gracefully, but we're trying! We're learning to do this in a new way, too. You have been gracious and patient and persistent, asking us to grow as leaders. As we spend less time *doing* the work and more time *developing and equipping you* to do the work, we are creating a bright and sustainable future that can support the remarkable growth we're experiencing! I am so delighted to be serving you in this season.

### Special thanks:

- Our Admin Volunteer Team (current and retired) who are simply indispensable: Deanna Bawdon, Dorothy Elder, Betty Fowler, Michelle Gentry, Michelle Heiny, Sandy Magnuson, Lori McCarty, Betty Meyer, Karen Trainor, Kendra Villarreal
- The Welcome & Safety team (current and retired) who show hospitality to all who enter the church each Sunday: Tom Barbour, Brian Fowler, Kristin Morgan-Hughes, Bob Lowenbach, Jim Zack
- Our Sunday Morning Volunteer Coordinators who allow the staff to be fully present on Sunday mornings: Amy Barendt, Carolyn Cooke, Carolyn Gattis, Lola Fehr, Judy Kron, Barb Snider
- Ron Brinkman - for making sure I never have to think about the landscaping outside!

## 2025-2026 Annual Report of the Children's Minister

### Tammi VanDrunen

#### Highlights from the past year:

- A first-ever and wildly successful supply drive by the Partners program. We received an overwhelming amount of art and sport supplies to give to the Guadalupe Center and the United Way's Overnight Shelter.
- Splitting our room into two rooms because of growth! As of mid-April 2026, we are regularly attending 25-30 kids each Sunday.
- Beginning to hand more and more power to key congregants, moving my time from a "program" focus to a "presence" focus.
- Launching a parent support and community group, "Faithful Families," for families with kids 0-5 years old.
- Launched The Worship Buffet, a tactile worship center for people of all ages. It contains items for people to hold and use during worship.
- Participating in the UCC's national cohort of children's ministers, the Love of Children. We led the children who attended the UCC General Synod in Kansas City, MO. The cohort also came to visit FCC and spent two days learning about the importance of physical space in worship.
- Being invited to be the peer leader of the incoming Love of Children cohort, continuing to lead and participate in the national work of children's ministers in our denomination.
- The FCC congregation voted to ordain me into this position!

#### Things I am looking forward to in the coming year:

- Continuing to strengthen the ministry to families and children.
- Preparing for continued growth in the children's worship space.
- Helping transition kids to the new leadership program for middle school students, Stepping Up.
- Equipping more volunteers to lead significant portions of this ministry.

#### Other things or special thanks:

- I'm delighted and excited to continue to serve this congregation, supporting spiritual growth and worship for all ages!

## 2025-2026 Annual Report of the Communications Coordinator & Youth Minister

Brooklyn McBride

### Highlights from the past year:

- Last summer's Wilderness Pilgrimage: We had an absolute blast hiking around Moab and Gunnison, visiting UCC churches, leaning into spiritual practices, and contemplating on the wilderness traditions of our faith.
- The Youth Room Renovation offered us a revived space that is equally gorgeous and cozy, offering a physical space for the youth to build their community and fully be themselves.
- Youth Ministry Town Hall: I offered my first annual meeting for parents and youth to dream about what's possible for youth ministry at FCC, and we had really rich conversations that will guide our ministry in the next year!
- Programs: We had ten youth engage in our Confirmation Class throughout the year, and it was an incredible opportunity to explore our Christian faith widely and deeply. We also started prototyping a new ministry called "Stepping Up" with our incoming middle schoolers, offering them a chance to create their own space where they can embrace their faith and experience our faith community embracing them. Our La Foret Youth Retreats & the Midwinter Youth Retreat at FCC were fabulous opportunities for community building, spiritual growth, and meaning making.
- I had a lot of fun making the bulletin, the weekly email blast, our monthly newsletter, our worship slides, the website, and all the flyers around the church beautiful opportunities to connect our congregation with the life and ministry of First Congregational.
- This year, we saw exciting growth across our social media platforms. We are averaging 131 views on our weekly worship services so far in 2026, and both our Facebook & Instagram accounts have seen more than 80% growth in following and engagement this year over the past year's growth. Research tells us that between 80-90% of visitors check out a church's website and social media before ever walking through the doors, and about 43% of our social media content is being viewed by people who don't follow us. I know that's a lot of numbers that may not make sense, but here's the takeaway: lots of people are seeing us, learning about who we are, and connecting with our ministry from our online presence, and that is exciting!
- FCC voted to extend an ordained ministerial call to me!

### Things I am looking forward to in the coming year:

- A new year for Youth Group! I'll be working hard to expand leadership opportunities for youth in our congregation, working closely with our middle schoolers, high schoolers, and their families to build an empowering ministry of belonging and belovedness that works for them.
- Sustaining and strengthening my work as your Associate Minister of Youth & Community Connection by engaging volunteers and lay leaders.

### Other things or special thanks:

- A special thank you to Sandy Magnuson for all of her help on the weekly email blast and Dorothy Elder for being our trusted proofreader. Thank you to everyone who has given me feedback on the Bell, the Blast, and other church communications.
- Another special thank you to Mike McBride and Hutton Ewert for being my steadfast youth ministry partners. Our church and our youth are abundantly blessed by their time and energy! And thank you to everyone who provided lunch for our youth throughout the year!
- Gratitude for the Family Faith Formation team and all their support as we develop ministry across all ages and stages of Christian formation.
- Gratitude to the students at FCC and their families for their enthusiasm, their presence, and their engagement in co-creating a meaningful community for our youth group.

## 2025-2026 Annual Report of the Director of Music

Nicholas Gilmore

### Highlights from the past year:

- September Jazz Sunday - John Mills and the Jazz Orchestra joins every year for an unforgettable Jazz Service that featured the full ensemble, soloists, a small ensemble, and Nicholas Gilmore as a vocal soloist.
- Congregational Caberational - Our THIRD ANNUAL presentation of the Caberational brought in a full house and featured the full choir, soloists in the choir and from the church as a whole. It was a cheerful representation of the wide variety of talent FCC has to offer as a whole.
- Youth Choir Performances - The Youth Choir performed twice this past semester, and has continued to grow in numbers and interest!
- Holly and the Ivories - This performance filled our space, and has been viewed over 650 times online. With 100 fingers, four grand pianos, and two organs, it has been one of the most successful musical presentations the church has created in many years.
- Saint Saens Christmas Oratorio - The oratorio featured the full choir, five amazing soloists, and a very talented string ensemble. It was a fabulous representation of the talent available to FCC for a large Advent music event.
- Christmas Eve Services - The choir sang in full force for both services, and Nicholas Gilmore and Eli Schamane sang a very well received "O Holy Night."
- Immigrant Vigil - Reverends from around the region gathered in an impactful prayer vigil to represent the unjust treatment of immigrants with special music by Eli Schamane and Eric McEuen.
- Chapel Singers - The choir has continued to build a stronger presence in the 8am service with presentations of "The Saddest Noise," "Northern Lights," "You Are Welcome Here," and "Cool of the Day" as an ensemble.
- 8 a.m. Music - More music has been consistently presented at 8am services with special music by Ryan Ostland, Allison Shoemaker, Eli Schamane, Nicholas Gilmore, and others.
- Organ Piano Duets - Katie Hughes and Sandy Varley have continued to provide organ and piano duets in a way that is unique to FCC and the musical talent provided us.
- Bell Service - The Bell Choir provided a full service, providing all hymns and special music, showing off the amazing talents of our ringers and offering a new sound and approach to service.
- Unhoused Memorial Service - The City of Greeley's Homeless Solutions Department, United Way of Weld County, and FCC honored the lives of 30 people who died homeless in the past year. The FCC Choir sang for the service at Lincoln Park in downtown Greeley.
- Hosted Labyrinth Theatre - We hosted the Labyrinth Theatre's production of "The Complete Works of Shakespeare Abridged" featuring several church members, and bringing a full crowd of theater goers into the church.
- Continued Choir Growth - The choir continues to grow and consistently sits between 25-30 on a normal Sunday morning.
- Northern Colorado Trans Choir continues to partner with FCC and use their spaces for their rehearsal, performance, and celebratory spaces as they continue to grow in both numbers and impact in the Greeley Pride and surrounding pride celebrations every year.

### Things I am looking forward to in the coming year:

- "Modern Oaths" (KH) - The Choir will present Music Sunday in April, presenting "Modern Oaths" by Alex Berko, alongside two original works by Katie Hughes with text by Katie Hughes and Nicholas Gilmore.

- Continued partnership with Labyrinth and FOC - We look forward to more collaborative theatrical and musical projects in the future with these amazing groups in our community.
- Italy Trip with Choir - The church will take a trip to Italy, exploring historical, gastronomical, and musical offerings. FCC will provide a small choir for Pentecost Service, and other informal performances in several cathedrals in Florence.
- Continued Collaboration with Tim Coons - The choir will continue to collaborate and create new arrangements of Folk Style pieces written specifically for the church in collaboration with Tim Coons and Music Director Nicholas Gilmore.
- Music Team continuing to be intentionally present and representative at New Members Lunches.
- Holy and the Ivories! Take Two!

**Special thanks:**

- Jon and Shara Billheimer for Bell set-up and support - we can't do it without them!
- Choral Librarians Kay Fisher and Cherise DeKraai - they hold us together.
- Mari Christiansen and Kai Davison for all the necessary help organizing the Library.
- Dorothy Elder for financial support and leadership in Holly and the Ivories and sectionals throughout the musical season.

## **2025-2026 Annual Report of the Treasurer**

**Lola Fehr**

### **Reflection on 2025-2026**

We have successfully come through the changes of 2024 when we made the transition to a new fiscal year and moved to outsource the accounting function. We recognize that there is still some confusion about the fiscal year and are happy to discuss it with those who have questions. While there are still occasional items that must be clarified with the outside accountants, they have decreased in number. We are still working at simplifying our financial reports, but the fact is that, like many churches, we have very complex funds that require individual attention.

Here is the same reminder that was provided last year. The year-end closing financials will not be available until mid-July so the annual meeting financial report will be an interim one. A “Dollars and Donuts” event will be scheduled in the fall for the report to the congregation after the Trustees have done their review.

### **Looking Ahead**

The Trustees and the Cabinet have spent many hours pondering, analyzing, forecasting, discussing and amending the proposed budget for your consideration. The church continues to face the challenge of generating income needed to support the programs believed to be the core ministries of this congregation. We have said for several years that deficit spending cannot continue, and all potential sources of revenue are being discussed. The Investment Committee of the Board of Trustees has met with the church’s financial advisor to assess the investments needed in the future to assure the financial health of the church. Meanwhile the members are again asked to approve a deficit budget which is presented with excitement related to the ministries supported and gratitude for the careful stewardship of those who have left us the resources to cover the deficits.

My appreciation for the generosity of this congregation knows no bounds. Thank you to those who hold elected positions of responsibility for the fiscal health of our community. Thank you to those who contribute as they are able through financial gifts and/or gifts of time to support the work of the staff. Thanks to our clergy who have offered to reduce their own incomes to help support personnel expenses. Together we will assure that First Congregational Church is in *Greeley for Good*.



# Hope? In This Economy?

## What's the deficit situation?

We're projecting a \$185k deficit this year. That means that we'll need to use almost \$23k in monies given for a specific purpose for short-term use, about \$34k from our endowments (we can spend up to 4% of our endowments annually to keep them sustainable for the long-term), and will be spending almost \$130k from our unrestricted reserves.

## What are we doing to reduce expenses?

We're doing as much as we can without hindering the growth and life we're experiencing right now. The Trustees have carefully reviewed every line in the budget and made cuts to save about \$4,500. Full-time staff (at their request) have changed their benefit structures to save about \$10,000. Not only are we experiencing inflation that presents budgetary challenges, but the rapid growth we're seeing (20% year-over-year since 2023) means that we're trying to serve significantly more people with giving growth that hasn't yet caught up to population growth. At this time, the Cabinet, Trustees, and Personnel Committee feel strongly that we must staff for growth to maintain our momentum!

## We can't do this forever.

Of course we can't. Unless you can make money grow on trees, in which case... We'll dig some holes to plant them in! But we see signs of vibrant hope! New people are giving generously. Folks who haven't given regularly are establishing more consistent giving habits. People are increasing their giving when they have the means to do so. The Trustees have been focused on year-round stewardship and we're seeing the results:

- We told you that if each member gave an additional \$30/month, we'd close our budget gap in the 25-26 budget. More than 20 families increased their gifts by \$30 or more a month.
- We told you that if each attendee put a dollar in the offering basket as it went by every week, we'd knock another \$10k off the deficit. Cash in the baskets immediately increased.
- This year, we'll be asking you to consider increasing your pledge by 10%. For our median pledger, that's only \$13.16/month. Will you help us keep working to close the gap?

We know that we can't do this forever, but we can do this for the next 2-3 years, trusting that "God is at work within us accomplishing more than we can ask or imagine" (Ephesians 3:20). For now, the Trustees, Cabinet, and Personnel Committees believe that we need to stay the course and trust that God is walking us into A Future With Hope.



# 2026-2027 Budget

Funding Sources	25-26 Budget	26-27 Budget
Giving	\$501,000.00	\$520,000.00
Rental Income	\$146,701.00	\$156,482.00
Utility Income	\$18,360.00	\$26,040.00
Other Income	\$20,500.00	\$12,000.00
Special Funds	\$22,914.00	\$22,464.00
Endowments	\$8,500.00	\$33,626.00
Unrestricted Reserves	\$124,153.00	\$129,649.00
<b>Total Expenses</b>	<b>\$842,128.00</b>	<b>\$900,261.00</b>

Here's where you have the most impact

Mineral royalties are decreasing.

This is the cash required to fund our deficit. It comes from our investment portfolio with a balance of \$1.78M

Expense Category	25-26 Budget	26-27 Budget
Family Faith Formation	\$13,125.00	\$14,015.00
Fellowship	\$7,250.00	\$7,850.00
Outreach	\$10,000.00	\$10,000.00
Worship, Music & Arts	\$14,070.00	\$15,900.00
Operations	\$78,108.00	\$72,944.00
Building & Grounds	\$189,600.00	\$206,443.00
Personnel	\$529,975.00	\$573,109.00
<b>Total Expenses</b>	<b>\$842,128.00</b>	<b>\$900,261.00</b>

These are our fastest growing programs, reaching an average of 36 kids and youth a week.

The number of people these groups are serving has grown by 20 percent or more.

With about 70k sq. ft. of building, it costs around \$2.75/sq. ft. to maintain our facilities.

We've approved the ordination of two of our staff and are working to catch up for years of deferring cost-of-living and merit increases.

We're not in a crisis, but we need your help. As we grow, giving must also grow.

## May 2026 Proposed Bylaw Change

### ARTICLE VIII, Section 1 - THE CHURCH CABINET and ARTICLE XI, Section 3 - GENERAL PROVISIONS

**Rationale:** More ministry groups are finding it necessary to select a delegate from their ministry group to represent the ministry group on the Cabinet. This language shift allows the ministry group to choose whether or not that is the role of their chairperson. If that is not the role of their chairperson, the ministry group is responsible for selecting one appointed delegate to represent them through the year.

**Recommendation:** (VIII, 1) The Church Cabinet shall consist of the Church officers, the Past-Moderator, ~~an appointed delegate the Chair~~ of each Ministry Group, ~~an appointed delegate the Chair~~ of the Board of Trustees, ~~an appointed delegate the Chair~~ of the Personnel Committee and three members-at-large, one of whom has been a Church member for 2 years or less. Each member shall have one vote and six members, at least two of whom are officers, shall constitute a quorum. Designated staff of the Church may be ex-officio members without vote.

(XI, 3) The ~~appointed delegate or~~ Chairs of the Ministry Groups, Trustees and Personnel Committee shall serve as members of the Cabinet duly elected at the annual meeting.