



Melissa Manriquez
Deputy Clerk

Pima County Clerk of the Board

Julie Castañeda

Administration Division

130 W. Congress, 5th Floor

Tucson, AZ 85701

Phone: (520)724-8449 • Fax: (520) 222-0448

Management of Information & Records Division

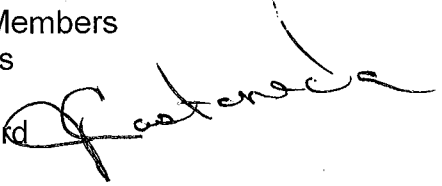
1640 East Benson Highway

Tucson, Arizona 85714

Phone: (520) 351-8454 • Fax: (520) 791-6666

MEMORANDUM

TO: Honorable Chairman and Board Members
Pima County Board of Supervisors

FROM: Julie Castañeda, Clerk of the Board 

DATE: June 23, 2020

RE: Petition for Relief of Real Property Taxes – The Good Shepherd United Church of Christ

Pursuant to A.R.S. §42-11109(E), The Good Shepherd United Church of Christ, filed a petition on June 4, 2020, for relief of their Real Property Taxes as follows:

Pending Tax Payments:

<u>Parcel No.</u>	<u>Year</u>	<u>Taxes due</u>	<u>Interest</u>	<u>Fees</u>	<u>Total</u>
303-49-005B-1	2019	\$26,487.15	\$2,825.30	\$0.00	\$29,312.45
303-49-005B-2	2019	\$26,487.14	\$ 706.32	\$0.00	\$27,193.46
303-49-108A-1	2019	\$ 419.06	\$ 44.70	\$0.00	\$ 463.76
303-49-108A-2	2019	\$ 419.06	\$ 11.17	\$0.00	\$ 430.23
303-49-1090-1	2019	\$ 419.06	\$ 44.70	\$0.00	\$ 463.76
303-49-1090-1	2019	\$ 419.06	\$ 11.17	\$0.00	\$ 430.23
Total		\$54,650.53	\$3,643.36	\$0.00	\$58,293.89

The Assessor's review of these properties are as follows:

303-49-005B – The Assessor would have granted the exemption.

303-49-108A – The Assessor would **not** have granted the exemption because the parcel is vacant land. The Assessor's Office requires 3 intent documents demonstrating to the public at large, future non-profit use.

303-49-1090 – The Assessor would **not** have granted the exemption because the parcel is vacant land. The Assessor's Office requires 3 intent documents demonstrating to the public at large, future non-profit use.

/jc

Attachments

- Notice of Hearing
- Treasurer's Tax Reports
- Assessor's Review Forms
- The Good Shepherd United Church of Christ submission



Pima County Clerk of the Board

Julie Castañeda

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June 10, 2020

The Good Shepherd United Church of Christ
Attn: Rick Irvin, Treasurer
17750 S. La Cañada
Sahuarita, AZ 85629

RE: Petition for Relief of Taxes – Parcel Nos. 303-49-005B, 303-49-108A, and
303-49-1090

Dear Mr. Irvin:

Please be advised that your Petition for Relief of Real Property Taxes for tax year 2019, has been scheduled before the Pima County Board of Supervisors on Tuesday, June 23, 2020, at 9:00 a.m., or thereafter, at the following location:

Pima County Administration Building
Board of Supervisors Hearing Room
130 West Congress, 1st Floor
Tucson, AZ 85701

If you have any questions regarding this hearing, please contact this office at 724-8449.

Sincerely,

A handwritten signature in black ink, appearing to read "Castañeda", is written over a horizontal line.

Julie Castañeda
Clerk of the Board

/jc



PIMA COUNTY TREASURER'S OFFICE

Beth Ford, CPA
Pima County Treasurer

240 North Stone Avenue
Tucson AZ, 85701-1199
(520) 724-8341

ACCOUNT BALANCE

GOOD SHEPHERD UNITED CHURCH OF CHRIST
17750 S LA CANADA DR
SAHUARITA AZ 85629-9122

ACCOUNT: 30349005B
PROPERTY TYPE: Real Estate
PROPERTY LOCATION: 17750 S LA CANADA DR
LEGAL DESC: PTN S705' N735' W350' E425' 5.68 AC
SEC 27-17-13

Account Balance as of June 8, 2020

Tax Year	Cert No	Interest Date	Interest Percent	Amount	Interest Due	Fees Due	Penalties Due	Total Due
2019 - 1		11/2/2019	16.0	26,487.15	2,825.30	0.00	0.00	29,312.45
2019 - 2		5/2/2020	16.0	26,487.14	706.32	0.00	0.00	27,193.46
Totals				\$52,974.29	\$3,531.62	\$0.00	\$0.00	\$56,505.91

If you have any questions about the items on this statement, please contact our offices.



PIMA COUNTY TREASURER'S OFFICE

Beth Ford, CPA
Pima County Treasurer

240 North Stone Avenue
Tucson AZ, 85701-1199
(520) 724-8341

ACCOUNT BALANCE

GOOD SHEPHERD UNITED CHURCH OF CHRIST
17750 S LA CANADA DR
SAHUARITA AZ 85629-8839

ACCOUNT: 30349108A
PROPERTY TYPE: Real Estate
PROPERTY LOCATION: 17745 S PLACITA DE MAGIA
LEGAL DESC: LA CANADA NORTE II LOT 53 & NLY TRI PTN LOT 52

Account Balance as of June 8, 2020

Tax Year	Cert No	Interest Date	Interest Percent	Amount	Interest Due	Fees Due	Penalties Due	Total Due
2019 - 1		11/2/2019	16.0	419.06	44.70	0.00	0.00	463.76
2019 - 2		5/2/2020	16.0	419.06	11.17	0.00	0.00	430.23
Totals				\$838.12	\$55.87	\$0.00	\$0.00	\$893.99

If you have any questions about the items on this statement, please contact our offices.



PIMA COUNTY TREASURER'S OFFICE

Beth Ford, CPA
Pima County Treasurer

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Tucson AZ, 85701-1199
(520) 724-8341

ACCOUNT BALANCE

GOOD SHEPHERD UNITED CHURCH OF CHRIST
17750 S LA CANADA DR
SAHUARITA AZ 85629-9122

ACCOUNT: 303491090
PROPERTY TYPE: Real Estate
PROPERTY LOCATION: 17727 S PLACITA DE MAGIA
LEGAL DESC: LA CANADA NORTE II LOT 54

Account Balance as of June 8, 2020

Tax Year	Cert No	Interest Date	Interest Percent	Amount	Interest Due	Fees Due	Penalties Due	Total Due
2019 - 1		11/2/2019	16.0	419.06	44.70	0.00	0.00	463.76
2019 - 2		5/2/2020	16.0	419.06	11.17	0.00	0.00	430.23
Totals				\$838.12	\$55.87	\$0.00	\$0.00	\$893.99

If you have any questions about the items on this statement, please contact our offices.



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1640 East Benson Highway
Tucson, Arizona 85714
Phone: (520) 351-8454 • Fax: (520) 791-6666

Petition to the Board of Supervisors - Review Form

Pursuant to ☐ A.R.S. §42-11104(G) (educational/library property) or
☒ A.R.S. §42-11109(E) (religious property)

Taxpayer The Good Shepherd United Church of Christ

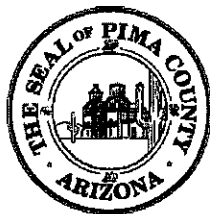
For tax year(s) 2019 - Parcel No. 303-49-005B

- 1) Did the organization file an affidavit as required by A.R.S. §42-11153?
☐ Yes ☒ No
- 2) Was the affidavit filed on or before March 1 of the tax year as required by A.R.S. §42-11153?
☐ Yes ☒ No
- 3) If the affidavit had been filed timely, would the Assessor have granted the exemption?
☒ Yes ☐ No
- 4) If the answer to Number 3 is "No", why was the exemption denied?
☐ The required ownership of the property was not in effect during the time period required by statute.
☐ The property was not being used for the exempt purpose during the time period required by statute.
☐ The requesting church, educational or library property did not furnish the required documents requested by the Assessor at the time of application per A.R.S. §42-11152(3)&(B)
☐ Other:

Completed by: R. Call

Date: Jun 8, 2020

c: Honorable Bill Staples, Pima County Assessor



Pima County Clerk of the Board

Julie Castañeda

Melissa Manriquez
Deputy Clerk

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Petition to the Board of Supervisors - Review Form

Pursuant to ☐ A.R.S. §42-11104(G) (educational/library property) or
☒ A.R.S. §42-11109(E) (religious property)

Taxpayer The Good Shepherd United Church of Christ

For tax year(s) 2019 - Parcel No. 303-49-108A

- 1) Did the organization file an affidavit as required by A.R.S. §42-11153?
☐ Yes ☒ No
- 2) Was the affidavit filed on or before March 1 of the tax year as required by A.R.S. §42-11153?
☐ Yes ☒ No
- 3) If the affidavit had been filed timely, would the Assessor have granted the exemption?
☐ Yes ☒ No
- 4) If the answer to Number 3 is "No", why was the exemption denied?
☐ The required ownership of the property was not in effect during the time period required by statute.
☐ The property was not being used for the exempt purpose during the time period required by statute.
☐ The requesting church, educational or library property did not furnish the required documents requested by the Assessor at the time of application per A.R.S. §42-11152(3)&(B)
☐ Other:
This parcel is vacant land. Our office requires 3 intent documents demonstrating to the
public at large, future non profit use.

Completed by: R. Call Date: 6/8/2020

c: Honorable Bill Staples, Pima County Assessor



Pima County Clerk of the Board

Julie Castañeda

Melissa Manriquez
Deputy Clerk

Administration Division
130 W. Congress, 5th Floor
Tucson, AZ 85701
Phone: (520) 724-8449 • Fax: (520) 222-0448

Management of Information & Records Division
1640 East Benson Highway
Tucson, Arizona 85714
Phone: (520) 351-8454 • Fax: (520) 791-6666

Petition to the Board of Supervisors - Review Form

Pursuant to ☐ A.R.S. §42-11104(G) (educational/library property) or
☒ A.R.S. §42-11109(E) (religious property)

Taxpayer The Good Shepherd United Church of Christ

For tax year(s) 2019 - Parcel No. 303-49-1090

- 1) Did the organization file an affidavit as required by A.R.S. §42-11153?
☐ Yes ☒ No
- 2) Was the affidavit filed on or before March 1 of the tax year as required by A.R.S. §42-11153?
☐ Yes ☒ No
- 3) If the affidavit had been filed timely, would the Assessor have granted the exemption?
☐ Yes ☒ No
- 4) If the answer to Number 3 is "No", why was the exemption denied?
☐ The required ownership of the property was not in effect during the time period required by statute.
☐ The property was not being used for the exempt purpose during the time period required by statute.
☐ The requesting church, educational or library property did not furnish the required documents requested by the Assessor at the time of application per A.R.S. §42-11152(3)&(B)
☐ Other:

This parcel is vacant land. Our office requires 3 intent documents demonstrating to the

public at large, non-profit use.

Completed by: R. Call

Date: Jun 8, 2020

c: Honorable Bill Staples, Pima County Assessor



THE GOOD SHEPHERD UNITED CHURCH OF CHRIST

June 4, 2020

Pima County Board of Supervisors
240 N Stone Ave
Tucson, AZ 85701

Dear Sir or Madam,

Our Affidavit for Organizational Tax Exemption was not filed properly in 2019. As a result, we have received tax billing for our church properties. Enclosed is the supporting documentation to correct this situation.

Please contact me, if you have any questions. My phone number is



Sincerely,

Rick Irvin
Treasurer



17750 S. La Cañada
Sahuarita, AZ 85629

Phone: 520 625 1375
Fax: 520 625 7230
Email: SeeYou@TheGoodShepherdUCC.org

00-1103-034003-01



THE GOOD SHEPHERD UNITED CHURCH OF CHRIST

June 4, 2020

Pima County Board of Supervisors
240 N Stone Ave
Tucson, AZ 85701

Dear Sir or Madam,

The Good Shepherd UCC recently purchased Book 303, Map 49, Parcel 108A (La Canada Norte II Lot 53 & NLY TRI PTN LOT 52). The church intends to use this property for a future residential dwelling.

Please contact me, if you have further questions.

Sincerely,


Randy Mayer
Senior Pastor



17750 S. La Cañada
Sahuarita, AZ 85629

Phone: 520 625 1375

Fax: 520 625 7230

Email: SeeYou@TheGoodShepherdUCC.org

TYPE
Organization - 14517

2019

AFFIDAVIT FOR ORGANIZATIONAL TAX EXEMPTION

Pursuant to A.R.S. §§ 42-11101 through 42-11155

NAME: GOOD SHEPHERD UNITED CHURCH

CONTACT INFORMATION (Address if different than Applicant)		
NAME: <u>The Good Shepherd UCC</u>		
ADDRESS: <u>17750 S La Canada</u>		
CITY: <u>Sahuarita</u>	STATE: <u>AZ</u>	ZIP CODE: <u>85629</u>
TELEPHONE # FOR APPLICANT: <u>520 625 1375</u>		
NOTES: <u>Please use this address</u>		

GOOD SHEPHERD UNITED CHURCH
HC 70 BOX 3603
SAHUARITA AZ 85629-6790

EXEMPTION TYPE:

RELIGIOUS ORGANIZATION	<input checked="" type="checkbox"/>	NON-PROFIT ORGANIZATION	
CHARITABLE ORGANIZATION		EDUCATIONAL PROPERTY	
VETERANS ORGANIZATION		CEMETERY	
OTHER (SPECIFY TYPE)			

NOTE: SIGNATURE MUST BE NOTARIZED OR SIGNED
IN THE PRESENCE OF ASSESSOR'S OFFICE
PERSONNEL

(A) PROPERTY LIST	(B) LIST USAGE
30349005B - 17750 S LA CANADA DR	Church Building / Property
30349108A - 17745 S PLACITA DE MAGIA	Church Building / Property
303491090 - La Canada Nortell Lot 54	Church Building / Property

STATE OF ARIZONA/ PIMA COUNTY

I HEREBY CERTIFY UNDER PENALTY OF PERJURY THAT I HAVE READ
OVER THE FOREGOING FACTS BEFORE SUBSCRIBING MY NAME
HERETO AND THAT ALL MATTERS HEREIN STATED ARE TRUE TO THE
BEST OF MY KNOWLEDGE.

X

PROPERTY OWNER/ AGENT

DATE

X

DEPUTY ASSESSOR/ NOTARY

COMMISSION EXPIRES

Restated Articles of Incorporation and Bylaws

The church's Articles of Incorporation and Bylaws have been restated to bring them up to date (the Articles had not been changed since 1991) with the church's current practices and procedures. The main changes to the Articles were to remove a provision that the church's corporate existence would expire in 2016 and add a requirement of a membership vote to change the Articles. The main changes to the Bylaws were to reflect the change to program teams which the Congregation approved several years ago. In addition, conflicts and duplications were removed, definitions were standardized and grammatical changes were made. The restated documents were developed by the Bylaws Committee (Glen Harrison, Nancy Linthicum, Judy Bischoff, John Pestle) and reviewed and approved by Randy Mayer and the Administrative Team.

RESTATED ARTICLES OF INCORPORATION
OF
THE GOOD SHEPHERD UNITED CHURCH OF CHRIST

KNOW ALL MEN BY THESE PRESENTS:

That we, the undersigned, have this day associated ourselves together for the purpose of becoming a non-profit corporation under and by virtue of the laws of the State of Arizona, and to that end do hereby certify to the adoption of the following Articles, to-wit:

ARTICLE I.

The name of this corporation will be THE GOOD SHEPHERD UNITED CHURCH OF CHRIST.

ARTICLE II.

The names, residences and post office addresses of the Incorporators are as follows:

Nancy K. Moore	251 Circulo Napa,	Green Valley, Ariz. 85614
Franklin J. Thompson	1131 Paseo Maravilloso,	Green Valley, Ariz. 85614
Shirley Klos	1241 Paseo Maravilloso,	Green Valley, Ariz. 85614
Richard D. Redman	1040 W. Calle Santiago,	Sahuarita, Ariz. 85629

ARTICLE III.

The principal place business of this corporation shall be in the Town of Sahuarita, Pima County, Arizona but this corporation may do and transact business in Green Valley, Arizona and all other places permitted by law. Its' Church Council and its members may meet at such place

or places as may be designated or determined by the Church Council or membership as convenient or necessary for the conduct of the business of this corporation.

ARTICLE IV

The general nature of the business of this corporation and the objects and purposes to be promoted and carried on by it are to do, but not for profit, any and all the things hereinafter enumerated as fully and to the same extent as a natural person might do or cause to be done at any place or at any time, for the operation of a church and related religious purposes, as may be from time to time set forth with more specificity in the By-Laws, all to the fullest extent allowed by the Internal Revenue Code (or successor statute) as from time to time in effect.

This corporation shall further be authorized to receive, accept and hold memorials, legacies, contributions, estates, trusts and may manage own and rent real and personal property and carry on other educational and charitable works pursuant to these Articles and the By-Laws adopted by the congregation of this church. The By-Laws shall be in harmony with these Articles of Incorporation and the laws of the State of Arizona.

In addition to the foregoing, and not by way of limitation, this corporation shall have all the powers conferred on non-profit corporations by the laws of the State of Arizona as well as to assist in achieving the objects and purposes herein set forth. In addition, it is expressly provided that this corporation shall have the following authority:

- a) To buy, sell or otherwise deal in securities of any description; to buy, sell and generally deal in bonds, stocks or other documents of corporations;
- b) To transact business in the State of Arizona or such other place or places as may be deemed appropriate for the furtherance of the business of this church;

- c) To borrow or lend money; to issue obligations of this corporation as may be necessary to carry out the objects or purposes of this corporation; provided that the same is not for pecuniary profit, and to secure the same by mortgage, pledge, deed or trust, security agreement or to in its discretion issue said obligations unsecured;
- d) To do any and all other acts and things necessary and proper under the laws of Arizona, in furtherance of this corporation's objects and purposes.

ARTICLE V

No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, directors, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the corporation's purposes. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these Articles, the corporation shall not carry on any other activities not permitted to be carried on: (a) by a corporation exempt from Federal Income Tax under Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law) or (b) by a corporation, contributions to which are deductible under Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provisions of any future United States Internal Revenue Laws).

ARTICLE VI.

Upon the dissolution of the corporation, the Church Council shall, after paying or making provision for the payment of all the liabilities of the corporation, dispose of all its assets exclusively for the purposes of the corporation in such manner, or to such organizations organized and operated exclusively for charitable, educational, religious or scientific purpose as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States internal Revenue Laws) as the Church Council shall determine, such as to the Southwest Conference of the United Church of Christ or its successor(s). Any such assets not disposed of shall be disposed of by the Superior Court of the county in which the principal office of the corporation is then located, exclusively for such purpose or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purpose.

ARTICLE VII.

The time of commencement of this corporation shall be the date of issuance by the Arizona Corporation Commission of a Certificate of Incorporation, and period of its duration shall be perpetual.

ARTICLE VIII.

The affairs of this corporation shall be conducted by the Church Council as set forth below.

The Church Council shall be responsible for all of the property whether real or personal owned or otherwise acquired by this corporation; and the Moderator of the Church Council, or such other person as he or she may designate, shall be empowered to execute on behalf of this corporation all deeds and documents which require execution by a corporation officer.

Any mortgage, deed of trust, purchase, lease (whether as lessor or lessee), exchange or sale of real property however shall be subject to the prior approval of a majority of the members of this church present and qualified to vote at a duly called and constituted annual or special meeting of the members called in the manner provided for by the By-Laws of this corporation at which a quorum is present,

The officers of this corporation shall be a Moderator, Moderator Elect, Treasurer, Recording Secretary and any others as may hereafter be designated and they shall be elected, shall serve such terms, and shall have such powers and duties as prescribed in the Articles and the By-Laws of this corporation.

ARTICLE IX.

All officers shall be selected at the annual meeting of the membership of this corporation to be held in March of each year, or annually in such other month as the Church Council shall specify. Each officer shall serve until his or her successor shall have been elected in accordance with these Articles and the By-Laws.

ARTICLE X.

Except as limited by these Articles of Incorporation or the By-Laws, the Church Council shall have such powers and duties as are necessary and proper to promote the welfare of this corporation in the lawful furtherance of its business.

ARTICLE XI.

The private property of each and every member of this corporation as Officers, Church Council members or other church officials, of whatever kind or description is and shall be forever exempt from all debts of this corporation, and no property of any such person shall ever be subject to the debts of this corporation.

ARTICLE XII.

The statutory agent of the corporation shall be that person as from time to time appointed by the Church Council. The Church Council of this corporation is hereby authorized and empowered to revoke any appointment at any time at its pleasure and to cause such vacancy to be filled by appointment of another statutory agent.

ARTICLE XIII.

These Articles of Incorporation may only be amended by a vote of the members of the Church, following the same notice, quorum, voting and other procedures and requirements as are applicable to changes in the By-Laws of the Church or (if stricter) the requirements of Arizona non-profit corporation law.

ARTICLE XIV.

CHURCH COUNCIL: The names and addresses of the persons who are to serve as Church Council members until their successors are elected and qualified are the Incorporators listed in Article II. Thereafter, there shall be at least five (5) but no more than nine (9) Council members, and the number of such members shall always be an odd number, not an even number.

Signed:

_____/s/
Nancy K. Moore

_____/s/
Franklin J. Thompson

_____/s/
Shirley Klos

_____/s/
Richard D. Redman

9192545_3.docx

Restated Bylaws
of
The Good Shepherd United Church of Christ
an Arizona non-profit corporation
17750 S. La Cañada Drive, Sahuarita, AZ 85629

March 15, 2015

Article I. Purpose of Bylaws

Section 1. In General

The purpose of these Bylaws is to provide The Good Shepherd United Church of Christ (hereinafter referred to as “the Church”) with an orderly plan for government and administration. The Bylaws shall be administered in the manner set forth herein subject to the reasonable discretion of those responsible for the administration of their particular area of the Church’s activities.

Section 2. Articles of Incorporation

An additional purpose of these Bylaws is to implement, interpret and apply the Church's Articles of Incorporation, as on file with the State of Arizona, and in the event of any conflict between the Articles and these Bylaws, the Articles shall govern.

Article II. Membership

Section 1. Qualification for Membership

Those who sense the possibility of new life and transformation at the Church; Those who are willing to participate in the Church's life and seek the Spirit in their life and mission; or Those who desire to mature in faith and witness to God's transforming way of Justice in the world.

Section 2. Reception of Members

Members may be received by Admission of New Members, Confirmation, Letter of Transfer, by Reaffirmation of Faith, or by Confession of Faith. Members are encouraged to attend session(s) concerning our faith, denomination and Church history and programs. Youth of the Church shall be received as members with full membership privileges upon completion of instruction/confirmation determined by the Senior Pastor.

Section 3. Responsibilities of Membership

- A. To follow the Way of Jesus, and mentor and receive encouragement from others.
- B. Attending worship services on a regular basis, when in the area.
- C. Celebrating the sacraments:
 - 1. Parents are encouraged to teach their children by engaging in the church and to the best of their ability following the Way of Jesus.
 - 2. Members may partake of communion. Private communion will be given upon request.
- D. Contributing time, talent, and treasure to the support and benevolence of the Congregation and the wider church.
- E. Seeking (and praying for) the spiritual welfare of this Congregation, the wider church, the community, and the world.

Section 4. Privileges of Membership

- A. Sharing the Christian fellowship, support, and sympathy of the members.
- B. Receiving pastoral services.
- C. Exercising a vote at Congregational meetings.
- D. Serving on the Church Administrative Team, teams, boards, committees and organizations of the Church and the wider church.
- E. Using the Church facilities for baptisms, weddings, funerals and other appropriate activities
- F. Attending all meetings of all Church organizations (except the Pastoral Relations Committee and closed sessions of the Executive Committee and of the Administrative Team) but without voting rights unless a member of the organization that is voting.

Section 5. Letter of Transfer

A member, upon request, may be granted a Letter of Transfer to any Christian church. The church must be named in the letter – no open-ended letter will be given.

Section 6. Membership Review

Each year prior to the Annual Meeting the Senior Pastor in conjunction with the appropriate Church leadership (the Moderator, the Extravagant Welcome and Inclusion Team, office administrator and the like) shall review the current Church Roll and provide a copy to the Administrative Team indicating:

- A. active members,
- B. inactive members, and
- C. members suggested for removal from the roll.

Those members on the active list who have not participated in the life and/or support of the Church during the year or who have otherwise left the Church shall be moved to the inactive roll or removed from the Church Roll, as appropriate in each case. Efforts to revitalize inactive members

shall be made by the Pastor and members of the Extravagant Welcome and Inclusion Team. If such efforts are unsuccessful and the member is not active for a second year, the person shall be removed from the Church Roll. An inactive or removed member may be restored to active membership by approval of the Church Administrative Team and Pastor.

Section 7. Associate Membership

The status of Associate Member shall be granted in circumstances when a person wishes to associate with the Church but, for good and valid reasons, wishes to maintain a previous membership in another church. Associate Members shall have the same privileges and responsibilities as Members except the right to vote at Congregational meetings. A person desiring to become an Associate Member must:

- A. make the request to the Senior Pastor,
- B. be a member in good standing in his/her current church, and
- C. be accepted into Church membership by the Senior Pastor.

Article III Governing Body

Section 1. Quorum

The governing body of the Church shall be a quorum of the active membership. A quorum shall consist of at least 25% of the current active membership assembled in a duly called Congregational Meeting.

Section 2. Conference Relationship

While the Church is not subject to any outside ecclesiastical body, it accepts the obligations of membership and mutual cooperation involved in its covenantal relationship with the churches of the Southwest Conference of the United Church of Christ and pledges itself to share in their common aims and work.

Article IV. Congregational Meetings

Section 1. Types

- A. The Annual Congregational Meeting shall be held in March of each year. Annual reports shall be published and made available in hard copy or electronic form to all members at least one week before the Annual Meeting. The purposes of the meeting shall be:
 - 1. to elect Church Officers, Program Team members, Pastoral Relations Committee members, and Nominating Committee members and such other Team and Committee members as these Bylaws or the Articles of Incorporation state shall be elected by the Congregation
 - 2. to adopt the Annual Budget,
 - 3. to review and vote on the annual reports,
 - 4. to review and vote on the Treasurer's report,

- pending audit, and
- 5. to transact such other business as may come before it.
- B. Special Congregational Meetings: A Special Congregational Meeting may be called by one of the following:
 - 1. the Moderator,
 - 2. the Church Administrative Team,
 - 3. the Pastor, or
 - 4. in response to a petition signed by 25% of the members. The petition must be presented to the Church Administrative Team, which must call the meeting within four weeks of the receipt of the petition. The meeting shall deal only with the issue(s) called for in the petition.

Section 2. Voting

- A. The vote of a majority of the active members at a duly assembled meeting shall be the action of the Church except for the following matters, each of which requires a two-thirds majority for passage:
 - 1. calling or dismissing the Pastor or Associate Pastor.
 - 2. encumbering, purchasing, or conveying real property,
 - 3. approving all building projects, extensive additions to or (except in emergencies) major repairs to Church property, real or personal, that are both in excess of \$25,000 and not within the Annual Budget as adopted, and
 - 4. amending the Church's Bylaws.
- B. There shall be no proxy voting.
- C. Absentee ballots shall be permitted under procedures determined by the Administrative Team, which must provide ample opportunity for members to become informed and return ballots. The Administrative Team must also provide for security of these ballots.
- D. Voting at a Congregational Meeting shall be by voice or show of hands, unless a written ballot is requested and approved by a simple majority.

Section 3. Notice of Meetings

Notice of the time, date, and place of all Congregational meetings and, if a Special meeting of the business to be considered thereat and limited thereto, shall be published in any print or electronic medium (such as email) customarily available to Church members for two successive weeks prior to such meeting. Notice shall also be publicly read at regular Church worship services on the two successive Sundays immediately preceding such meetings.

Section 4. Nominations from the Floor

In any election, opportunity shall be given for nominations from the floor provided that such nominee(s) shall consent to the nomination.

Article V. Church Officers

Section 1. General

The officers of the Church shall be those required by the Church's Articles of Incorporation, namely a Moderator, Vice Moderator (sometimes referred to as Moderator-Elect), Treasurer, Recording Secretary (sometimes referred to as Secretary), and any others which may from time to time be set forth in these Bylaws (collectively "Officers").

Section 2. Moderator

The Moderator shall preside over all Administrative Team and Congregational meetings and shall assume such other leadership duties as agreed to by the Administrative Team. Each year, on approval of the Congregation, the Moderator-Elect from the previous year shall become the Moderator.

Section 3. Moderator-Elect

The Moderator-Elect shall assist the Moderator and in the absence of the Moderator shall preside over meetings of the Congregation and the Administrative Team. The Moderator-Elect shall be elected each year at the Annual Meeting for a one-year term as Moderator-Elect.

Section 4. Secretary

The Secretary shall send notices of and take minutes on Congregational and Administrative Team meetings, file minutes in the Church office with all official letters and records, and see that the records of the Church are appropriately organized and maintained. The Secretary shall be elected at the Annual Meeting for a two-year term and shall not serve for more than three successive terms.

Section 5. Treasurer

The Treasurer shall be responsible for Church monies, accounting for same to the Administrative Team, opening and managing bank and investment accounts, arranging for deposit of monies, and paying the Church bills. The Treasurer shall be elected at the Annual Meeting for a two-year term and shall not serve for more than three successive terms.

Article VI. Church Administrative Team

Section 1. General

The Administrative Team, sometimes known as the Church Council, receives its authority from and is responsible to the Church membership.

Section 2. Composition

A. The Administrative Team shall be composed of

1. The Officers (see Article V, Section 1),
2. The chair of the Finance Team (see Article VIII, Section 1),
3. The chair of the Facilities Team (see Article VIII, Section 2),

4. A chair or representative selected by the Nominating Committee for a two-year term from one of the four Program Teams (see Article VII). The chair/representative is expected to rotate among the Program Teams.

Section 2. Duties

The administration of the Church shall be vested in the Administrative Team. Its duties shall include but not be restricted to those set forth herein and in the Articles of Incorporation:

- A. in consultation with the Pastor, formulating policies and long-term plans as well as reviewing day-to-day activities;
- B. based on budget proposals provided by the Finance Team in December recommending a budget for use by the Stewardship Committee, and recommending an annual budget for consideration by the congregation at the Annual Meeting in March, based on the December budget and on results from the annual Stewardship drive;
- C. assuming responsibility for a program of auditing the Church's financial records;
- D. developing personnel policies and salary schedules;
- E. reviewing, overseeing and advising all boards, committees, teams and church organizations;
- F. conducting Church business between meetings of the Congregation;
- G. when a Search Committee is needed to identify a candidate for Pastor or other full-time Pastoral position,
 1. inviting members of the Church who are willing to serve on such a committee to signify the same;
 2. nominating members for such a committee;
 3. calling a special meeting of the Congregation to elect such a committee;
 4. calling a special meeting of the Congregation, when the Search Committee has a candidate to recommend, so that the Congregation may vote on this recommendation;
- H. appointing search committees to interview and recommend to the Administrative Team candidates for other positions (such as Director of Music, Director of Christian Education and the like) as the need arises
- I. appointing persons to fill vacancies in the Officers of the Church or other positions filled by Congregational election, until the next Annual Meeting, taking into consideration any recommendations from the Nominating Committee; and appointing persons to fill vacancies on all other teams and committees.
- J. annually nominating new members for the Nominating Committee.

Section 3. Boards and Committees

Boards, teams, committees and other recognized church organizations shall be responsible to the Church Administrative Team.

Section 4. Meetings

- A. The quorum for Administrative Team meetings shall be a majority of the Administrative Team members.
- B. Provided the quorum requirements are met, a majority of the members present shall be sufficient to reach a decision.
- C. Regular meetings will be held monthly and special meetings shall be as called by the Moderator. Meetings may be held in person, by telephone, by conference call or by a combination of the preceding so long as all members may hear one another.
- D. Any member of the Congregation may speak at any regularly scheduled Administrative Team meeting, subject to such time limits and other restrictions needed for an orderly meeting.
- E. Meetings of the Administrative Team shall be open to members of the Congregation as observers, but the Administrative Team may hold closed meetings regarding personnel, legal and financial matters. The Administrative Team, however, must report the results of actions taken at such meetings to the Congregation at the first available opportunity.

Section 5. Budget

In the administration of Church affairs, the Administrative Team shall live within the budget total as approved at the Annual Congregational Meeting. Except for items such as emergency repairs, if the Administrative Team wishes to exceed the total of approved expenditures by more than \$25,000, a Special Congregational Meeting must be called wherein the reason(s) for the need for extra funds will be explained. Approval of same will be determined by the rules outlined in Article IV Section 2.

Section 6. Minutes

The Minutes of Administrative Team meetings shall be published in the monthly newsletter of the Church.

Article VII **Program Teams** - - There are four Program Teams, as follows:

Section 1. Spiritual Growth Team

A. Ours is a Christian church, where our spirituality will grow by following different pathways, and by examining our beliefs, values, patterns of life and practices of faith. The myriad pathways include community and individual worship, classes that encourage study of the Christian faith from the past and present, opportunities for retreats where spiritual practices are taught and encouraged, small groups where faith journeys and values may be shared, or by simply participating with others in church projects and activities.

B. The Spiritual Growth Team shall foster spiritual growth by guiding, coordinating, and assisting congregation members and groups in carrying out the plans below:

- 1) Assist in developing and resourcing small groups, such as
 - a) Using the catalogue of all small groups at The Good Shepherd, developed by the Welcome and Inclusion Team, identify those focus areas where the formation of additional small groups could aid the congregation in our spiritual growth
 - b) Assist in the small groups' development
- 2) Identify a broad range of learning opportunities to deepen spiritual growth, such as
 - a) Implement progressive theology seminars, Biblical studies, and retreats of one day or more, some of which could include men and women or be silent retreats
 - b) Offer seasonal classes and other study programs (restructuring Sunday schedules to provide adequate time both for worship and study sessions)
- 3) Continue to deepen the worship experience at church and at home, such as
 - a) Offer a worship service and communion to those who are homebound
 - b) Consider having podcasts, e-mails and copies of sermons available for the homebound and those at their northern homes
- 4) Create opportunities for meditation, solitude and prayer, such as
 - a) Designate a quiet space with an atmosphere conducive to quiet contemplation to be available before worship and at other times
 - b) Encourage members to develop ways of integrating mind, body and spirit (i.e., Taize, meditation, silent retreats)
 - c) Explore alternative ways of meeting congregation prayer needs, such as prayer chains or prayer request cards.

C. The Spiritual Growth Team shall be self-selected, not elected by the Congregation. However, the Team shall elect or designate a chair or representative and notify the Church of same. This person represent the Team as needed, such as participating on behalf of the Team in Program Team meetings with the Administrative Team and in other matters as needed on behalf of Team.

D. Subteams of the Spiritual Growth Team shall include:

- 1) The Christian Education Team, which shall provide for and oversee a continuous religious education program for children, youth, and adults.

2) The Mission Outreach Team, which shall provide leadership and guidance for the Church to express its concerns for local, border, national, and world missions.

3) The Worship Team, which shall work with the Pastor(s), Director of Music, and Congregation in providing an esthetic, meaningful, and worshipful atmosphere in all worship services.

4) The Book Studies Team

5) The Lecture Series Team

Section 2. Community Care Team

A. Our Church shall become and an intentional, caring community: A part of our mission will be caring for one another within our church community. These plans will provide structure to that caring, but will be successful only as each one of us expresses our needs for support while providing support to others.

B. The Community Care Team shall aid intentional caring by guiding, coordinating, and assisting congregation members and groups in carrying out the following:

1) Train leaders and caregivers to implement a structured one-to-one caregiving ministry to provide support to hurting people in and around the church, such as

a) Investigate Stephen Ministry and decide on a caring ministry model

b) Learn about and communicate availability of community resources

2) Intentionally help members deal with life challenges and age with dignity, such as

a) Provide a structured one-on-one caring ministry

b) Explore providing short-term transportation and food delivery

c) Explore and implement handyman/handyperson program

3) Expand opportunities for fellowship and mutual support, such as

a) Organize several Sign and Dines a year

b) Implement small support groups for different ages, concerns and interests

4) Explore a health ministry for The Good Shepherd, such as

a) Present a seminar on long-term care options

b) Use adult forums and other venues for health education

c) Investigate and if appropriate, implement a parish nurse program.

C. The Community Care Team shall be self-selected, not elected by the Congregation. However, the Team shall elect or designate a chair or representative and notify the Church of same. This person represent the Team as needed, such as participating on behalf of the Team in Program Team meetings with the Administrative Team and in other matters as needed on behalf of Team.

D. Subteams of the Caring Community Team include the Caring Ministry, Stephen Ministry and Health Ministry teams

Section 3. Extravagant Welcome and Inclusion Team

A. Extravagant welcome and inclusion shall become an integral part of our Church's culture, built on clear and intentional processes and person-to-person interaction. We want to become a place of transformation where people feel encouraged and inspired to get involved. New people will come into our community and transform us as we integrate them and their gifts into the congregation.

B. The Extravagant Welcome and Inclusion Team shall guide, coordinate, and assist congregation members and groups in carrying out the following:

- 1) Attracting new friends and members through marketing, such as
 - a) Find innovative ways to use advertising and social media to attract visitors
 - b) Communicate our values through programs like Javarita Coffeehouse, Jesus seminar, Border Issues Fair, etc.
- 2) Redesigning the welcome process for visitors, such as
 - a) Determine how to identify visitors
 - b) Provide for informed greeters and ushers
 - c) Identify contents of visitor packet
- 3) Redesigning the new member process to give more thorough introduction to our progressive theology and opportunities for integration into congregational activities, such as
 - a) Organize dinners and social gatherings
 - b) Provide for one-on-one or small group gatherings
- 4) Integrating new and current members and friends by matching gifts and talents with activities, programs and missions of the church, such as
 - a) Develop a more detailed, but interesting, listing of missions, programs and activities
 - b) Redesign the gifts and skills list that we provide to friends and new members

C. The Extravagant Welcome and Inclusion Team shall generally have at least six members, elected by the Congregation. Membership shall generally be for three year terms, with terms staggered such that two out of six terms expire each year.

D. Subteams of the Extravagant Welcome and Inclusion Team shall include:

- 1) The Membership Team, which shall provide for and oversee a continuous membership program that seeks to reach out to prospective members, shepherd prospective members into membership, and provide spiritual care and nurture for all members and friends of the Church.
- 2) The Open and Affirming Team which shall provide for and oversee the inclusion of LGBT and other groups in church membership and otherwise assist them and help combat discrimination against them.

Section 4. Mission, Service and Justice Team

A. Ours is a mission-focused church with many compassionate, dedicated members and friends. We will expand our mission and justice impact in Sahuarita and Green Valley. We will continue our commitment to leadership and advocacy on key social issues.

B. The Mission, Service and Justice Team shall guide, coordinate, and assist congregation members and groups in carrying out the following:

- 1) Evaluate and strengthen our existing mission endeavors: such as Samaritans, Border Issues Fair, Alternative Gift Fair, and microloans
- 2) Develop mission programs to enhance our impact and visibility in Sahuarita, such as
 - a) Offer English-as-a-second-Language classes
 - b) Expand the Sahuarita Food Bank,
 - c) Nurture the Community Garden
 - d) Deepen our understanding of the theological and spiritual bases for environmental stewardship
 - e) Implement appropriate environmental programs
- 3) Educate our congregation, friends and visitors about our current and new mission, service and justice programs
- 4) Connect more closely with UCC mission opportunities, such as
 - a) Learn about and participate in the Global Ministries of the United Church of Christ
 - b) Educate our congregation about the UCC five offerings
 - c) Explore and integrate relevant information from UCC website into our church life.

C. The Mission, Service and Justice Team shall generally have at least six members, elected by the Congregation. Membership shall generally be for three year terms, with terms staggered such that two out of six terms expire each year.

D. Subteams of the Mission, Service and Justice Team shall include;

1) The Mission Outreach Team, which shall provide leadership and guidance for the Church to express its concerns for local, border, national, and world missions.

Section 5. Program Teams Generally

A. Program Teams and their Subteams will meet as needed to accomplish objectives. Minutes of meetings will be taken and submitted to the Moderator.

B. The Chairs (or other representative) of each of the Program Teams shall attend four Administrative Team meetings per year, to inform, exchange, update, review, coordinate and plan for ongoing and future churchwide programming and for such other purposes as are appropriate. The meetings shall be the regular meetings of the Administrative Team in October, December, February and April unless otherwise determined by the Moderator. The Chairs (or other representative) shall also meet from time to time as needed with minutes to be taken and submitted to the Moderator.

Article VIII Other Teams and Committees

Section 1. Finance

A. The Finance Team shall have at least six members, three of whom shall be the Moderator, Moderator-Elect and Treasurer. The other members shall be members at large, with one elected by the Congregation annually to serve staggered three-year terms.

B. The Finance Team shall oversee the development and monitoring of budgets, bank accounts, major contracts, investment activities, accounting practices, audit programs, insurance, fiscal policies, memorial gifts and other matters bearing on the financial security of the Church. The Team shall send a preliminary budget to the Administrative Team in November of each year, followed by a final draft for consideration by the Administrative Team in December.

Section 2. Facilities

A. The Facilities Team shall have at least six members, with two elected by the Congregation annually to serve staggered three-year terms.

B. The Facilities Team shall be responsible for the maintenance, care and repair of the lands, buildings, contents and personal property of the Church, in particular those at or adjacent to 17750 South La Cañada Drive, Sahuarita, Arizona.

Section 3. Stewardship

A. The Stewardship Team shall have at least six members, with two elected by the Congregation annually to serve staggered three-year terms.

B. The Stewardship Team shall oversee the Church's annual stewardship campaign to obtain pledges and funds for the next fiscal year. The Team shall oversee a year round stewardship program which shall include a commitment of time, talent and treasure.

Section 4. Pastoral Relations Committee

A. The Pastoral Relations Committee shall consist of three members of the Congregation elected at the annual meeting to serve three-year staggered terms, with one member rotating off each year. The member serving the 3rd year will act as chair of the committee and the person serving the 2nd year of his/her term will act as recorder.

B. The Pastoral Relations Committee shall seek to support and maintain an open and healthy relationship among and between the Senior Pastor, Associate Pastor(s), Assistant Pastor(s) and the members of the Congregation and provide consultation and advice to aid the Pastors in the performance of their duties.

Section 5. Nominating Committee

A. The Nominating Committee shall be composed of six members, nominated by the Administrative Team, with two elected by the Congregation annually to serve staggered three-year terms

B. The Nominating Committee shall, in consultation with the Senior Pastor and Administrative Team, annually put forth a slate of Officers and Team and Committee members (other than nominees for its committee) for election at the Annual Meeting. The Nominating Committee shall also assist the Administrative Team as requested in filling positions and vacancies on teams, committees and other entities.

Section 6. Other Committees

The Administrative Team may create other committees as is deemed necessary for the proper operation of the Church. The duties and responsibilities of each such committee shall be clearly stated in writing at the time it is created. The term for each such committee shall be one year, or less if the objective has been reached. The renewal of such committees shall be handled in the same manner as it was created.

Section 7. Teams and Committees in Articles VII and VIII Generally

A. Teams and committees of the Church (collectively "committees") may be called by various names such as fellowships, forums, subcommittees, task forces, or appointees.

B. Each committee shall elect a chairperson (denominated by such name as the committee may elect) to assist and direct it in carrying out its duties, and may have co-chairpersons.

C. Each committee shall provide a report to the Administrative Team at least quarterly and upon request; shall provide periodic reports as requested by the Administrative Team for the information of church members; and shall provide a report to be included in the Annual Report for the Annual Meeting of the Congregation.

D. Additional members of a committee may be added by recommendation of the committee as then constituted and with the approval of such additional members by the Administrative Team.

Article IX Executive Committee

Section 1. Composition

The Executive Committee shall be composed of the Officers of the Church.

Section 2. Responsibilities

A. The Executive Committee may act on matters which would ordinarily come before the Administrative Team if the Administrative Team is not able to meet or lacks a quorum.

B. The Executive Committee together with the Senior Pastor may serve as the personnel committee of the Church to oversee and delegate the hiring, performance, review, direction and severance of all employees.

C. The Executive Committee may undertake other responsibilities upon direction from the Congregation or the Administrative Team.

D. The Executive Team shall report the results of its activities at the next meeting of Administrative Team.

E. The Executive Committee may declare a meeting to be a closed Executive Session for the discussion of personnel, legal, and limited financial matters.

Section 2. Quorum and Plurality

The quorum for a meeting shall be three persons, and three favorable votes are required to approve any action.

Section 3. Overrule

It shall not be permissible for the Executive Committee to overrule a decision on a subject already voted on by the Church Administrative Team or Congregation.

Article X Senior Pastor

Section 1. Definition

The term "Pastor" as used herein shall mean the Senior Pastor of the Church, unless the context indicates to the contrary.

Section 2. Duties Generally

The Pastor shall preach from the Holy Scriptures and other Sacred Texts and oversee the administration of the sacraments. He/she shall be available to Church members for visitation at times of sickness, sorrow, crisis, joy, and celebration.

Section 3. Membership, Supervision

The Pastor shall be an ex-officio member of, and act as an advisor to, the Church Administrative Team, and all boards, committees, and auxiliary groups. The Pastor shall be the immediate supervisor of all staff members.

Section 4. Replacements

The Senior Pastor or the Administrative Team shall secure a temporary replacement Pastor if both the Senior Pastor and Associate Pastor are temporarily absent. The Administrative Team shall secure such a replacement if the absence is or is likely to be permanent or long term.

Section 5. Departure

If a Pastor (which for purposes of this Section means both the Senior Pastor and an Associate Pastor) resigns, his or her written resignation must be given to the Administrative Team three months prior to the termination of his or her services, unless otherwise mutually agreed. Dismissal of a Pastor by the Church shall be by Congregational vote as set forth in Article IV Section 2 at an Annual or Special Congregational Meeting held at least three months in advance of the proposed date of termination. The three month time period may be shortened by mutual agreement or the Administrative Team may suspend a Pastor from all duties pending a Congregational vote. The terms and conditions of a Pastor's departure (for example, which benefits shall be continued, and for how long) shall be determined by the Administrative Team.

Article XI. Associate and Assistant Pastors

Section 1. Associate Pastors.

Associate Pastors are called and depart in the manner as the Senior Pastor (see Article IV, Section 2 and Article X above). They shall assist the Senior Pastor and lay leadership in carrying out the ministry of the Church, including its educational programs, pastoral care, evangelism and worship services. He/she shall carry out those specific duties and responsibilities mutually agreed upon at the time of his/her Call, as assigned by the Senior Pastor over time as the church's needs and opportunities evolve, and generally shall function in the absence of the Senior Pastor.

Section 2. Assistant Pastors.

Assistant Pastors have much the same duties as Associate Pastors but are hired by the Administrative Team upon the recommendation of the Senior Pastor. They may be dismissed by the Administrative Team generally on thirty days' notice, and shall give at least thirty days' notice of any resignation, unless otherwise agreed. The terms and conditions of their employment and departure shall be as determined by the Administrative Team in consultation with the Senior Pastor.

Article XII. Organizations

Section 1. Recognition.

A. Organizations may become and be recognized as an official part of the Church either by (a) the Congregation's acceptance at an Annual Meeting of the annual report of an organization, or (b) approval of the Administrative Team as being consistent with the purpose and goals of the Church.

B. The refusal of a simple majority at an Annual, or properly called Special Meeting, of the Congregation to accept an annual, or interim, report of a recognized church organization as consistent with the purpose and goals of the Church shall constitute a removal of that organization as being part of the Church, as shall removal on the same grounds by the Administrative Team.

Section 2. Rights.

A. Recognized church organizations shall have use of the church facilities as assigned by the Administrative Team, may make frequent reports in the Church's periodic newsletters to inform the Congregation of their activities and are subject to the supervision and oversight of the Administrative Team on behalf of the Church.

B. A recognized church organization may, upon its own request, and shall, upon request of the Church Administrative Team, designate a spokesperson to represent it and, if requested provide an interim report of its activities, at an appropriate meeting of the Administrative Team with voice but not vote.

Section 3. Chairperson and Reports.

A. Each recognized church organization shall elect a chairperson (denominated by such name as the organization may select) to assist and direct it in carrying out its activities.

B. Each recognized church organization shall provide a report of its activities to be included in the Annual Report for the Annual Meeting of the Congregation which shall include a summary of income and expenses, if any, for the year ending and a balance sheet as of December 31.

C. Each recognized church organization shall also make a monthly financial report to the Church Treasurer, which requirement the Treasurer may waive for small organizations.

D. Each recognized church organization shall provide a report to the Administrative Team upon request.

Article XIII. Amendments

Section 1. Meetings

Amendments to these bylaws must be made at a Congregational Meeting.

Section 2. Notice

Notice of a Congregational Meeting at which amendments to the Bylaws are to be considered must be made at least two weeks prior to the meeting date. Included in the notice shall be the text of the proposed amendment(s).

Article XIV. Parliamentary Procedure

Robert's Rules of Order shall be the parliamentary authority for all matters of procedure not specifically covered by these Bylaws.



U.S. TREASURY DEPARTMENT
INTERNAL REVENUE SERVICE
WASHINGTON, D.C. 20224

JUN 14 1964

IN REPLY REFER TO
T:R:EO:¢
CSG

United Church of Christ
Seventh Floor
297 Park Avenue South
New York 10, New York

Gentlemen:

This has further reference to the information submitted for use in issuing a group ruling holding you and your conferences, associations, synods, councils and educational, charitable and religious organizations exempt from Federal income tax as organizations described in section 501(c)(3) of the Internal Revenue Code of 1954.

The information presented shows that you were formed as a merger of the Evangelical and Reformed Church and the General Council of the Congregational and Christian Churches. This merger became effective on July 4, 1961, the date your constitution and bylaws were declared in force.

In a ruling dated January 14, 1953, the Evangelical and Reformed Church was held exempt from Federal income tax under the provisions of section 101(6) of the 1939 Code, which corresponds to section 501(c)(3) of the 1954 Code. In a group ruling dated March 23, 1956, it was held that the affiliated synods and churches listed in the 1956 Evangelical and Reformed Church Yearbook, which are located in the United States, its territories and possessions, are exempt from Federal income tax as organizations described in section 501(c)(3) of the 1954 Code. The latest supplemental group ruling was issued on April 8, 1960. The General Council of the Congregational and Christian Churches was held exempt from Federal income tax under the provisions of section 101(6) of the Revenue Act of 1936, in a ruling dated December 15, 1935.

In a conference held in this office on October 23, 1963, your authorized representative, Mr. Loren T. Wood, asked that the request for a group ruling, both on a national and conference basis, be withdrawn. Inasmuch as we have not received

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confirmation of the request for withdrawal, we have further considered the matter and we believe that a group ruling covering the Evangelical and Reformed Churches and those Congregational Christian Churches which voted to join you may be issued.

Based upon the information presented, it is held that you and the conferences, associations, synods, councils, and educational, charitable and religious organizations listed in your 1963 Yearbook are exempt from Federal income tax as organizations described in section 501(c)(3) of the Internal Revenue Code of 1954, as it is shown that you and your listed conferences, associations, synods, councils, and educational, charitable and religious organizations are organized and operated exclusively for religious, charitable and educational purposes.

You and your listed conferences, associations, synods, councils, and educational, charitable and religious organizations are not required to file Federal income tax returns so long as you and your listed conferences, associations, synods, councils, and educational, charitable and religious organizations retain a tax exempt status.

It will not be necessary for you and your listed conferences, associations, synods, councils, and educational, charitable and religious organizations to file the annual return of information, Form 990-A, generally required of organizations exempt under section 501(c)(3) of the Code, as you and your listed conferences, associations, synods, councils, and educational, charitable and religious organizations come within the specific exceptions contained in section 6033(a) of the Code.

Contributions made to you and to your listed conferences, associations, synods, councils, and educational, charitable and religious organizations are deductible by donors as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to or for the use of you and your listed conferences, associations, synods, councils, and educational, charitable and religious organizations are deductible for Federal estate and gift tax purposes as provided in sections 2055, 2106 and 2522 of the Code.

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You and your listed conferences, associations, synods, councils, and educational, charitable and religious organizations are not liable for the taxes imposed under the Federal Insurance Contributions Act (social security taxes) unless waiver of exemption certificates are, or have been, filed as provided by that Act. Inquiries about the waiver of exemption certificates should be addressed to your District Director. You and your listed conferences, associations, synods, councils, and educational, charitable and religious organizations are not liable for the tax imposed under the Federal Unemployment Tax Act.

Please send us the following information annually not later than 45 days after the close of your annual accounting period.

1. Lists showing the names and mailing addresses of your new conferences, associations, synods, councils, and educational, charitable and religious organizations and the names and addresses of any conferences, associations, synods, councils, and educational, charitable and religious organizations which have ceased to exist or have changed their names or addresses. The names should be arranged in alphabetical order. In lieu of the lists referred to above you may furnish us a copy of your published directory. Please send one copy for each district in which your conferences, associations, synods, councils, and educational, charitable and religious organizations are located.

2. A statement signed by one of your principal officers stating whether or not the information upon which your original group ruling was based is applicable in all respects to the new conferences, associations, synods, councils, and educational, charitable and religious organizations.

3. A statement if, at the close of the year, there were no changes in your roster.

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4. A statement of any changes in the character, purposes or method of operation of your organization or those of your conferences, associations, synods, councils, and educational, charitable and religious organizations.

5. Duplicate copies of amendments to charters or bylaws of your organizations or those of any of your conferences, associations, synods, councils, and educational, charitable and religious organizations.

This ruling is not applicable to those Congregational Christian Churches listed in your 1963 Yearbook under Schedule I which have not voted or which have abstained from voting on the merger and those under Schedule II which have voted not to be a part of the United Church of Christ.

Your tax exempt status and that of your conferences, associations, synods, councils, and educational, charitable and religious organizations is predicated on the understanding that upon dissolution all of your assets and those of your conferences, associations, synods, councils, and educational, charitable and religious organizations shall be distributed to organizations organized and operated exclusively for educational, charitable or religious purposes.

The ruling of January 14, 1953, holding the Evangelical and Reformed Church exempt under section 101(6) of the 1939 Code, the group ruling of March 23, 1956, and subsequent supplemental group rulings, holding its listed affiliated synods and churches exempt as organizations described in section 501(c)(3) of the 1954 Code, and the ruling of December 16, 1935, holding the General Council of Congregational and Christian Churches exempt under section 101(6) of the Revenue Act of 1936, are terminated as of July 4, 1961, the date the merger between those organizations became effective.

United Church of Christ

The District Directors concerned are being notified.

Very truly yours,

R. J. Stekern

Chief, Exempt Organizations Branch



Yearbook

United Church of Christ

2011

Continuing testament.
Extravagant welcome.
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UNITED CHURCH
OF CHRIST



STATISTICS FOR 2010

This volume is designed primarily to provide statistics for the year 2010 as reported by local churches and Conferences of the United Church of Christ. In accordance with Article V, paragraph sixteen of the Constitution and By-Laws of the United Church of Christ, however, Conferences also have reported statistics for 2010 from churches with Congregational Christian standing only. These statistics are listed separately at the end of each report of the Conferences. For the same constitutional reason the listing of ministers with Congregational Christian standing only is kept separate from the listing of ministers with full standing in the United Church of Christ.

The YEARBOOK also provides an organizational directory of the United Church of Christ which includes the addresses of the various offices and the names and addresses of the persons elected by the General Synod to constitute the governing boards of the Ministries and other bodies.

The material is compiled from information supplied to the YEARBOOK office by the Conferences, Ministries and other bodies of the United Church of Christ.

FEDERAL INCOME TAX EXEMPTION THE UNITED CHURCH OF CHRIST

The Internal Revenue Service has issued a ruling, dated June 10, 1964, which as subsequently amended, grants blanket federal income tax exemption to The United Church of Christ and the following:

- * All member churches
- * Conferences and Associations
- * General Synod
- * Executive Council
- * Ministries
- * Commissions and Councils
- * Institutions related to the Council of Higher Education
- * Health and Welfare Institutions related to the United Church of Christ

The Internal Revenue Service group exemption number for the United Church of Christ is 1665.

Editors
Research Office

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THE



UNITED CHURCH OF CHRIST

Annual Report
2018

*...no matter where you are on life's
journey, you are welcome here...*

Annual Meeting Agenda
The Good Shepherd United Church of Christ
March 10, 2019

Invocation: Edwin Andrade

Meeting Call to Order: Judy Bischoff, Moderator

Establish Quorum

Approval of Minutes: Annual Meeting, March 5, 2018

Report from Pastor Randy Mayer

Report of Treasurer for 2018 and proposed 2019 budget: Treasurer Sam Dyer

Annual Church Reports (Please refer to written reports in the following pages.)

New Business:

- 1) Report of Nominating Committee for 2018-2019: Hathaway Cornelius
- 2) Election of Officers and Team members
- 3) Acknowledgement

Remarks from the outgoing Moderator: Judy Bischoff

Remarks from the incoming Moderator: Rex Crouse

Closing Prayer: Rev. Randy Mayer

Adjournment: Rex Crouse

Minutes of the Annual Congregational Meeting
The Good Shepherd United Church of Christ
March 4, 2018, 6:00 p.m.

Invocation: Nathan Watts, Assistant Minister

Meeting Call to Order: Tom Wilsted, Moderator

The annual meeting was called to order at 6:04 p.m. by Moderator-Elect Judy Bischoff in the absence of Tom Wilsted due to illness.

Curt Ackley confirmed that a quorum was attained.

Approval of Minutes: Annual Meeting, March 5, 2017

A motion was made by John Merrill and seconded by Joan Merrill to accept the minutes of the 2017 Congregational meeting. The minutes were approved as published.

Approval of Minutes: Special Congregational Meeting, December 3, 2017

A motion was made by Penny Pestle and seconded by Nancy Bowen to approve the minutes of the Special Congregational Meeting. The minutes were approved as published.

Report from Pastor Randy Mayer

Randy commented on the way our congregation pulls together when needed. He also noted that the Administrative Team has done a lot of important work over the past year. The Good Shepherd is a program-sized church now. Randy's job is more meeting with leaders of teams. The various music programs are inspiring. It has been a difficult because we lost Julie Ingham, and Nathan has really stepped up to try to fill her shoes. The extraordinary staff of Amy Dilleuth and Severo Rivas are very special. Randy thanked the congregation for a great 19.5 years.

Report of Treasurer for 2017 and proposed 2018 budget: Treasurer Sam Dyer

The treasurer's report was made by Nancy Bowen in the absence of Sam Dyer due to illness.

Our total operating expenses were 2.7% higher than projected. However, with our income being higher than projected, we were able to end the year with a surplus. A highlight of the year was a second pay-down on our mortgage of \$125,000, thanks to our Capital Campaign. Our mortgage balance is now \$199,068.

A motion was made by Drew Mason and seconded by Steve Little to approve the proposed 2018 budget.

- A question about prepaid pledges was raised. These pledges are in the 2018 year's budget.
- Our insurance premium is somewhat lower because of raising our deductible.
- We have lost a number of donors, but have gained about the same number.
- Approximately \$29,000 of pledge income in the budget is forecast to be obtained from those who pledged in 2017, but have not yet pledged for 2018.

The motion to accept the 2018 budget passed unanimously.

New Business

Approval of the Motion to Lease Land to the Sahuarita Food Bank

Judy Bischoff mentioned the recent Q and A sessions that were presented to the congregation, plus the availability of the proposed building model.

The Resolution:

It is hereby resolved that The Good Shepherd UCC enter into an agreement with the Sahuarita Food Bank. The agreement may include, but not be limited to the following mutually agreed-upon terms:

- a) Construction plans, timing, and details, including cooperation for planning, permitting and development of the new building on the property.
- b) A lease of land for a term not to exceed 25 years, which may be renewed upon mutual agreement of the SFB and the Church.
- c) An annual rental for the long term land lease which shall be nominal and take into consideration current uses and needs of the SFB and the Church.
- d) Execution of a land lease shall be contingent on the SFB securing funds. In the event construction does not begin within five (5) years after the execution of the land lease, the land lease will automatically expire.
- e) This resolution gives the Church's Administrative Team the authority to negotiate and execute documents with the SFB as detailed above.

A motion to accept the resolution was made by Sue Eaton and seconded by Beverly Travers.

Jim Scovil made some supporting historical comments. Upon coming to The Good Shepherd as pastor in 1993, he met an outstanding group of visionaries. There were already plenty of churches in Green Valley and Sahuarita, but he felt that TGS was something different. And the choice of where to locate the present church building came from a concerted effort to define who we are. He thinks that these founding members would endorse the proposed mission-oriented use of church land.

The motion passed unanimously.

Report of Nominating Committee for 2017-2018: Joan Merrill

- The Good Shepherd is a family, and everyone needs to have a job. Joan encouraged everyone to find a job that suits them.
- Rick Irvin added to the Mission, Service and Justice Team, with a 2020 term expiration.

Election of Officers and Team Members

A motion was made by Arlynn Ostlund and seconded by Liz Wright to accept the slate of officers and team members as published in the annual report. The motion passed unanimously.

Remarks from the Outgoing Moderator: Tom Wilsted

There were no remarks from Tom, since he was absent.

Remarks from the Incoming Moderator: Judith Bischoff

Judy is looking forward to working with everyone over the coming year. She introduced the incoming Administrative Team: Moderator-Elect Rex Crouse; Secretary Leslie DeGrassi; Treasurer Sam Dyer; Facilities Chair Ray Hebert; and Finance Chair Nancy Bowen, with Program Chair TBD.

Closing Prayer: Rev. Randy Mayer

Adjournment: Moderator Judy Bischoff

A motion to adjourn was made by Nancy Bowen and seconded by Drew Mason. The motion passed and the meeting adjourned at 6:38 p.m.

Respectfully submitted,

Leslie DeGrassi, Administrative Team Secretary

Report of the Moderator, Judy Bischoff

Thank you for the opportunity to serve as your Moderator. This past year provided more opportunities to expand our outreach mission. We were blessed to assist another family seeking asylum. In May, a Cooperative Memorandum of Agreement and a Lease Agreement were signed with the Sahuarita Food Bank to continue their journey to construct a building just South of the Church.

Continuing activities and events provide opportunities for sharing, learning and working together, in such activities as the Backpack program, Sahuarita Food Bank, Estate Sales, Patio Sale, Circle of Friends' Dinners, Amigos and Progressive Theology Seminars. Our cultural experiences are enhanced by offering Spanish Classes, trips to Mexico, Javarita Coffee House performances and Common Ground on the Border Conferences.

Given the tenor of the times, a Church Security Team was established to look at ways to keep the Good Shepherd a safe place, as we continue to offer a wide variety of programs and opportunities in the community.

We are a busy, active Church that finds new challenges, creates change and enjoys celebrations. This was a special year for Celebration as we recognized being in our current Church building 20 years with Randy serving as our Pastor during that time. None of these activities would be possible without the support of the Congregation, Amy our Administrative Assistant, Servero our Custodian, Jeff, Diane, Lisa, and Kay Jean, our gifted music leaders, and our Spiritual Leader Randy who leads us on the journey. The Finance and Administrative Teams have been invaluable in their input both at the monthly meetings and behind the scenes.

As the gavel is passed to Rex Crouse, the new Church Moderator, I wish him a successful year as the Church begins another year of Challenge, Change and Celebration.

Peace and Hope,
Judy Bischoff

Report of the Senior Minister, Rev. Dr. Randy Mayer

This is my 20th annual report to The Good Shepherd United Church of Christ. Twenty years is a long time---a lot of water under the bridge---and a lot of hard work, prayer and being centered on the Spirit.

Ponder for a moment the changes. Twenty years ago---only 36% of the population was on-line---e-mail was just becoming popular and Google had just filed for a domain name. Seinfeld aired its final episode, President Bill Clinton was impeached, and the number of migrant deaths in the Tucson Sector was 11. Sahuarita had barely been incorporated, about 1500 people lived here---there were only two stop lights, the main grocery store was Basha's where Ace Hardware and JoAnn Fabric are located and Walmart was down where the Big Lots is today---but did not have groceries.

In 1998 the Good Shepherd had 144 members, our church budget was about \$125,000, our mortgage payment was \$43,000 a year. That year we moved into Sahuarita and our church building around August 15th and I arrived as your new pastor and preached my first sermon on August 30th. Much of those first years were spent just trying to find some stability, develop some strong programs and cultivate an identity for the broader community about the Good Shepherd.

By the grace of God and lots of hard work by the congregation and myself we have been able to grow, transform, and become a significant religious presence in the Santa Cruz Valley. Today we have over 300 members; our church budget is \$401,000; our mortgage is \$17,000 a year; we have acquired another adjacent housing lot; we have had two capital campaigns that have expanded our ministry possibilities and our identity as an active Social Justice, Progressive Theological presence in the Santa Cruz Valley is well developed and defined. With hard work we have been able to develop and sustain a number of effective programs and projects like: the Estate Sales, the Spanish Classes, our incredible music programs, the Javarita Coffeehouse, the Progressive Theology Seminars, the Green Valley/Sahuarita Samaritans, the Sahuarita Food Bank, Stephen Ministers, Common Ground on the Border and so much more. Today the number of volunteers that participate in our variety of programs is easily over 500 or 600 a week.

There are lots of things that I am thankful for in my ministry here at the Good Shepherd. The opportunity to walk with a congregation, to grow with them, to be pushed and prodded---and loved. We have been able to dream, take risks, grab hold of ministry and put form and shape to abstract ideas and bring them to life. Never would I have dreamt of being a pastor, and never at such an exciting and energizing location, but somehow the stars aligned and the Spirit has been present. And for that I am very grateful to be here at the right time and place in ministry with all of you.

With you on the Journey,

Randy

Report of the Assistant Pastor and Youth Director – Edwin Andrade

I became the youth director/associate pastor in August of 2018. The Sunday I was introduced to our community and immediately felt pressure. After service, I received comments such as “So you are the one who’s going to bring young people into church and revive the youth program” and “You must be the ‘new Nathan’”. Talk about a challenge. Churches all across the country from all traditions and denominations are struggling with this issue of attracting and keeping youth and young adults in the church. If we are to engage youth and young adults, we need to make a space for them to grow and worship in community; right now, there isn’t room for them. As the months have passed, I have learned so much from our youth and members. The questions they are wrestling with, the experiences they are having and what a life of faith means and the experiences they’ve shared with me are beautiful and inspiring. Secondly, I’m not Nathan; I’m Edwin (no disrespect, he’s great, we’re even really good friends). As I have had the opportunity to meet various parents and members from our community, previous expectations and shadows have gone away. With that said, my primary focus is creating a space for our youth to ask questions, grow and engage with faith; in light of school and college and becoming adults. My second focus for this upcoming year will be to build relationship with our community. All our activities circle back to this, individual (personal) development and communal building.

Forward to 20-ShineTeen (19)! My time as Youth Director/Associate Pastor has been an amazing experience, and we’re only getting started. I have met some incredible people ranging from leaders, members, parents, and youth. I am excited to continue growing and collaborating further with our faith community at The Good Shepherd. I can’t believe I get to do this!

P.S. I want to give a shout to Randy, Kay and Ed Hunt who have been such fountains of wisdom.

Grace and Peace,

Edwin

Report of the Music Director, Jeff Vanderlee

2018 has brought a number of exciting changes to the music of the traditional morning service and The Good Shepherd Choir. The choir ushered in the Christmas season for the Good Shepherd community with our second annual evening of Lessons and Carols. Joining the Good Shepherd Choir in this performance were musicians from the University of Arizona as well as the Green Valley Concert Band. Such collaborations are a vital part of a thriving music department, and we are proud to be able to involve singers and instrumentalists from the community at large to enhance worship at The Good Shepherd.

On a weekly basis, the Good Shepherd Choir provides at least one anthem, as well as additional music throughout the 9:00am traditional worship service. The consistency of expression and meaningful musical experiences to each service by the Good Shepherd Choir, I believe, speaks to the wealth of talent housed within, and the sincerity with which their gifts are shared. The music of the traditional service is also brought alive by the weekly service of Kay Jean Moore, who accompanies the choir, congregational singing, as well as offers her own musical selections. The contemporary services continue to be served by Diane Van Deurzen, Lisa Otey, Pablo Peregrina, and Rich Smith.

Looking ahead, the Good Shepherd Choir will be trying something new this spring season. Instead of organizing an evening concert during the Lenten season, the Good Shepherd choir will be taking a more active role in the Sunday morning services. The spring season is often extremely busy, and we wanted to give the entire congregation, even those who may not be able to make it for an evening performance, a chance to enjoy the hard work that the Good Shepherd choir does on a regular basis. The congregation can look forward to the choir also singing during the offertory and/or reflective postlude, as well as a number of visiting instrumentalists throughout the spring season. As a ministry, we are always looking for ways to evolve and better serve our Good Shepherd community.

It is our utmost priority, to provide meaningful music to enhance the worship of the Good Shepherd. We strive to reach the hearts of as many people as possible through a wide variety of musical styles and offerings, from classical works, to contemporary, popular, and Taizé services. We are committed to serving our community, through sincere, artful expressions of the lessons that God has to teach us all. Perhaps J.S. Bach captures this sentiment in simpler and more direct terms concerning music in the church: "...music should have no other end and aim than the glory of God and the soul's refreshment..."

I am also happy to announce that I will be in Tucson for another year, finishing my Doctor of Musical Arts degree in choral conducting from the University of Arizona. This means, that I will continue serving as your choir director through the 2019 – 2020 academic year, and I could not be more excited. The Good Shepherd is certainly a great place to be.

Jeff Vanderlee
Director of Music

Report of the Ministry Intern, Rebecca McElfresh

It has been such a joy to be a part of The Good Shepherd in this new and evolving way. I have been in a discernment process since late in 2016 and have been working with a wonderful local discernment team. Nancy Ackley, Barb Eyre, Ed Hunt, and Randy Mayer have served on this team from the beginning. In March of 2018, Chris Sternberg, of Casas Adobes Congregational United Church of Christ, was assigned to this team by the Committee on Church and Ministry of the Southwest Conference. I am most grateful for the time and energy these very dedicated individuals have contributed to this process. We worked together to determine what academic and professional experience that would lend itself to ministry as well as what gaps I would still need to address. During the 2017 / 2018 academic year, I took courses through the Center for Progressive Renewal and the Church Divinity School of the Pacific. These courses provided the required study of United Church of Christ history and polity as well as a broader background in biblical studies. Additionally, I have studied with Dr. Marcia McFee, gaining experience in the area of worship design. Finally, this fall, I completed all required boundary training units required by the Southwest Conference.

I am currently doing a ministry internship here at The Good Shepherd as well as completing Clinical Pastoral Education through Clinical Care Chaplains located in Phoenix. CPE is a formative experience for those seeking ordination that is designed to help form pastoral identity as well as provide opportunity for ministry candidates to explore their own inner lives and the way that might impact others. Pastoral care is the major clinical focus of this course. In addition to new insights gained through CPE, I also took a course provided by the Southwest Conference for those interested in providing care within congregations. You may have noticed that I am doing pastoral visits with those in need of care.

A large amount of my time this fall was directed toward Common Ground on the Border / Border Issues Fair. It has been my privilege to work on the leadership team tasked with creating and carrying out the many details involved in providing this border immersion experience for those who come from far and wide to learn more about border ministry. We've had the most successful year yet, and we are so pleased to see that we are reaching people across the country. As we did in 2017, Randy and I will have a table at General Synod, 2019 in the hope of bringing others here to the border.

Women's ministry has also been an interest of mine and I have been delighted to offer study / support groups for women from time to time. As an outgrowth of these experiences, I am working with Gail Frank and Carol St. John to provide a retreat experience for women that is focused on discovering the Divine Feminine.

It has been delightful to be assisting with our worship experiences at both services through pastoral prayer, children's messages, sermons, and worship design and planning. Worship is the primary way we gather all together as a faith community and its impact is significant. I am most grateful for the mentoring that Randy is providing as I learn the intricacies of worship planning and worship leadership. Additionally, I am encouraged by your many kind words and thoughts as I take risks in this discernment path. There is no better place to be learning!

With joy and gratitude,
Rebecca McElfresh

Report of the Office Administrator/Financial Secretary, Amy Dillemath

In 2018, I completed my 12th year providing administrative and financial support for the office of The Good Shepherd. It was a year of staff changes as Nathan prepares for ordination (pending a call), and we welcomed Edwin and Annahi.

Here are highlights of some of my activities and projects of 2018:

- Ordered and maintained supplies for the office, various teams, custodian and kitchen.
- Mailed contribution statements to the membership during the year.
- Worked with Sam Dyer on bookkeeping tasks and maintained files in the office for the Treasurer. Bookkeeping tasks include: recording weekly collection and deposits, creating reports for the Treasurer, Finance Board and other committees of the church, creating checks for the Treasurer to sign, running payroll and taking care of employee taxes, helping create the budget, reconciling accounts and maintaining the financial database to track congregational contributions. This includes maintaining the Samaritan, Men's Fellowship, and Women's Fellowship financial records.
- Purchased new accounting software through Church Windows. This program already housed our database and tracked donations, so we added their Accounting and Payroll modules. The change in software will allow our systems to be integrated and should create reports that are clear and easy to understand.
- Edited weekly bulletin, monthly newsletter, email news and prayers. Mailed hard copies of weekly email to those who have requested it. Coordinated the assembly and mailing of the monthly newsletter.
- Provided Administrative support for Rev. Randy Mayer, Sam Dyer and the teams and committees of The Good Shepherd as needed.
- Took care of the Memorial Gift incoming checks and acknowledgments to donors and families.
- Helped gather information for the personnel committee to update policy.
- Coordinated events and meetings, working with our custodian to ensure appropriate setup and access. Aided with opening rooms and setting them up as needed.
- Compiled Southwest Conference Annual Report information.
- Compiled and edited 2017 Annual Report for The Good Shepherd.

I want to thank a few of the many, many people who make the church run smoothly: Rev. Randy Mayer, Severo Rivas, Mary Chapman, Nathan Watts, the Newsletter Helpers, Kay Kennard (my bulletin editor), Carrie Scheufler (who folds bulletins in the winter), and other volunteers who are always so generous with their time and talents. I also wish to thank Sam Dyer for his service as Treasurer. I appreciate all your hard work and insight.

Among my many blessings, I count my relationships and position here at The Good Shepherd. Your confidence in my abilities makes my duties enjoyable. I truly appreciate all the kindnesses that are shown to me so often. 2019 will be another wonderful, busy year at The Good Shepherd. I look forward to the many opportunities that are presented to me and to keeping the business side of The Good Shepherd running as smoothly as possible.

Report of the Director of Faith Formation, Anahi Herrera

Activities of 2018 (Sept. - Dec.)

- Transition time for children: from teacher Nathan to teacher Anahi
- Introduction of "Joyful path" curriculum
- Getting to know each child's needs, strengths and areas for improvement in their spiritual development
- Developed relationships with children's parents and family members outside of church
- Encouraged positive relationships among children and youth in classroom and on monthly outings
- Organized several outing activities for children and youth to bond and trust each other
- Children and youth put together a Christmas pageant Dec 2018 based on their original ideas

Goals for 2019

- Continue Joyful path curriculum
- Continue to encourage children to ask difficult questions and evaluate their faith
- Encourage children to observe and challenge prejudices that are sometimes embedded in unhealthy faith based beliefs and practices
- Continue communication with parents and families, especially for new children
- Organize healthy, age appropriate, sexual education classes with help from Randy, Edwin and Nathan
- Implement regular, bi-weekly, study sessions for children and youth to get homework help at the good shepherd
- Organize regular exercise and meditation activities for children and youth throughout the week
- Continue youth and children outings including: tucson festival of books, Mission gardens, saguaro national park, equine voices, etc
- Plan summer vacation camp
- Attend youth conference in Wisconsin

Submitted by Anahi Herrera

Reports of the Facilities, Finance, and Stewardship Teams

Facilities Team

As Judy is handing the torch to Rex, we pause with moist eyes to reflect on the challenges your Facilities Team faced and overcame with the judicious application of your monetary support to the issues at hand. In addition to minor repairs and updates by Severo, Ray and Terry, several major expenditures were required:

- A stubborn roof leak was repaired.
- The 2-door refrigerator in the kitchen had become unreliable and was replaced with a much more efficient one. The old one was donated to an immigrant support facility in Mexico with hope that without the oversight of 5 federal agencies, a local handy man can deal with its issues.
- The kitchen water heater failed and was replaced.
- A professional groundskeeper is now grooming our campus landscaping on a monthly basis as our Work Days just weren't keeping up.

The Kitchen Committee, also a part of the Facilities Team, keeps your kitchen stocked with expendables, follows up and corrects oversights in after use clean ups so that the kitchen is ready for your event. Be sure to thank them and ask if you can lend a hand.

Facilities is also involved with the Security Team in looking at physical improvements that will enhance daily safety and security at our church.

Remember, be gentle with our building; it isn't getting any younger. If you see a ravel, let us know before it turns into a run.

For your Facilities Team,
Terry Linthicum

Finance Team

The Finance Team reviewed, at least monthly, income and expenses and their tracking with the budget. Thank you to everyone who contributed to ending 2018 in the black!

Insurance questions and coverage, both property and liability, were addressed. Liaison with the Sahuarita Food Bank regarding financial matters continued until their 501(c)(3) status was obtained; their accounts are now separate from those of the church. Financial procedures were reviewed and augmented, particularly in reconciliation of accounts. To make processing of the church's finances more efficient, new software was installed. And the 2019 budget process was begun.

Thanks go to the dedicated small group of people who weekly tabulate and process the Sunday offerings and other monies (concerts, dinners, classes, gift fair, seminars, etc.). In addition, the team wishes to thank Amy, the church's financial secretary, for her timely, detailed, and thorough work.

Respectfully submitted,
Nancy Bowen
Finance Team Facilitator

Stewardship Team

This Annual Report of the Stewardship Team covers the 2018 campaign as well as the 2019 campaign through January 31st, 2019.

The 2018 campaign pledge target set by the Admin Team was \$308,687. 139 actualized pledges for \$297,815 from 257 members and friends of The Good Shepherd, plus \$5,000 from Women's Fellowship and \$1,000 from Men's Fellowship, were received. This represented almost a 3% increase over the 2017 level of giving, and better than 96% pledge fulfillment.

The 2018 Stewardship Team consisted of Nancy Ackley, Clyde Clement, Hathaway Cornelius (facilitator), Pastor Randy Mayer, *ex officio*, plus Sandy Lindahl, UCC consultant. The 2018 stewardship theme again incorporated this year's UCC theme, "Journey to Generosity; The Way of Jesus", from Matthew. An invitation to pledge, over the signature of the Senior Pastor was sent to over 230 members and friends in early January. Moments for Stewardship, which centered on the presenters personal motivations for giving, were made by Nancy Bowen and Carrie Scheufler. Celebration Sunday was January 28th.

The 2019 Stewardship Team consisted of Curt Ackley, Nancy Ackley, Clyde Clement, Hathaway Cornelius, Pam Irvin, John Pestle, Pastor Randy Mayer, *ex officio*, and Sandy Lindahl (UCC consultant). The 2019 stewardship theme again incorporated this year's UCC theme, "What Shall We Bring", from the Book of Micah, a Seventh Century BCE prophet of ancient Judah. An invitation to pledge was sent to over 230 member and friend households in early January. Moments for Stewardship, which centered on the presenter's personal motivations for supporting The Good Shepherd, were made by congregants Clyde Clement, Gary Reid, and Mike Nagle. Celebration Sunday was January 20th. As of January 31st, 145 pledges of support have been received from 223 members and friends, for a total of \$304,561.

I want to thank the congregation of The Good Shepherd for the generous and consistent giving through all of 2018, and for a powerful start to 2019.

Respectively submitted, Hathaway Cornelius, Facilitator, Stewardship Team

Report of the Church Clerk

The Good Shepherd Membership Statistics for 2018

Each year in January every church in the United Church of Christ is asked to send in a Membership Report. This is what The Good Shepherd Office sent to the UCC National Office in January 2018.

Membership Report

Membership reported in 2017:	295 Members
Additions in 2018:	15 by letters of transfer
Losses during the year	10 by Death 5 by Transfer
2018 Total Membership	<u>295 Members</u>
Baptisms	0

Church Worship Attendance:

Average Weekly Attendance:	187
Christian Education (Weekly)	
Children (0-17)	15
Adult (18-over)	<u>125</u>
Total	140

Report of the Extravagant Welcome and Inclusion Team

The Extravagant Welcome and Inclusion Team has met on a regular basis throughout the year. Our primary focus is on welcoming visitors to The Good Shepherd and trying to include them in the life of the church. We have a number of responsibilities as listed below:

Staffing the kiosk. We recruit people to staff our important kiosk on Sunday mornings to greet visitors for both services. First-time guests are invited to register for the church newsletter and are issued a disposable nametag. The kiosk assumes a prominent role in the narthex and serves as a welcome station for all, "no matter who they are or where they are on life's journey." Established congregants are also able to order a permanent nametag at the kiosk and those who have lost their original nametags can also order a replacement. The people who volunteer for this important service, month after month, are really dedicated and deserve a big thank you from all of us, as does Kay Kennard who has organized the roster. If you are interested in joining this active and friendly group of volunteers, please call Kay Kennard at (520)393-6697....or see her at church and let her know of your interest.

Circle of Friends. Circle of Friends, under the direction of Carrie Scheufler, organized potlucks on a monthly basis from October through March. Typically the monthly dinners are held on the same night at several different houses and everyone provides part of the meal. Through regular announcements before worship and signup sheets on the bulletin board, people are given the chance to participate in this enjoyable activity. It is a great way to meet members away from the church in a relaxed setting in private homes.

Amigos. Every member of the church family is included in neighborhood clusters known as Amigos. Currently there are 7 groups. Each group has a facilitator/leader who organizes a variety of activities such as potlucks, Gaslight Theater outings, picnics, dinners at a local restaurant and more. The groups are autonomous but they share the same goal of giving the church family members a way to build stronger relationships with one another outside the church walls. Each Amigos group is encouraged to provide the "goodies" for coffee hour once a year. If you are not a member of an Amigos group and have not been contacted by a group leader, please call Joan Merrill at (520)625-8305. Joan has worked very hard to bring the membership lists up-to-date for each Amigos group and has found leaders for those groups who have not had them. (Still missing a leader for the Sahuarita Amigos...call Joan if you would be willing to accept this position,)

New Members. We worked closely with Randy this year to schedule quarterly Inquirers' Classes for those interested in learning more about The Good Shepherd, followed by a subsequent intake of new members. At this meeting we circulated information forms giving us background information, followed by a phone call to complete our information, which was used to allow the congregation to learn more about our new members during the service, in an eblast, and in the newsletter. Photographs were taken and posted on a wall near the kiosk.

Directory Information. Under the direction of Liz Wright, we updated the church directory, making sure that all addresses, phone numbers, and email addresses are correct. This was not a new pictorial directory, but was an up-to-date listing for all of our members to use. HOWEVER...under the direction of Liz Wright and Kay Kennard....we are in the process of updating our pictorial directory which will be available very shortly. This is an enormous task and Liz and Kay deserve a special "thank you" from all of us.

While these are the specific responsibilities of our Extravagant Welcoming and Inclusion Team, we recognize that it is up to every one of us to welcome newcomers to our congregation and we appreciate everything that you all do to help us in this regard...thank you!

Respectfully submitted,
Mary Wilsted, Chairperson

Report of the Intentional Care Team and Stephen Ministry

The Care Team

The Care Team's function has been to connect with those members and friends of the Good Shepherd Church who are going through a life situation which may be stressful and/or isolating, like a medical condition or loss of a loved one. We might send a card, letter or email, make a friendly phone call or visit them at home or in the hospital. In addition, we have asked if there are other needs, such as food for the home, that there might be.

There are currently 22 people on our list of names and ongoing averages about 20 persons per month. We always meet on the second Tuesday of each month. We welcome anyone to our team who is interested in intentionally reaching out to those in our midst who might need a little care.

Many thanks to Kay Novak and her crew who make most of the beautiful cards that we send out each month.

Members of the team include: Pres Johnson, Hathaway Cornelius, Leslie DeGrassi, Flo Mayer, Nikki Harrison, Myrna Simon, Jan Carrie Steven and Randy Mayer.

Linda Redfield, Care Team Chair

Stephen Ministry

Currently, the Stephen Ministry program has eight active Stephen Ministers led by three Stephen Leaders: Judy Holcomb, Lyn Nowakowski and Linda Redfield. On January 25, 2019, seven members of our congregation began training to become Stephen Ministers. Through their training, they are learning how to be a caring presence during times of stress, illness or loneliness. New training classes are held every other year, which seems to fit the needs of our congregation.

Judy Holcomb
Stephen Ministry Leader

Report of the Spiritual Growth Team – Susan Hill

Although the Spiritual Growth committee did not meet formally this year, most of what goes on at The Good Shepherd involves spiritual growth in one way or another.

However, there were some events that more directly focused on opportunities for growth. Carrie Scheufler led several courses in her home. The first one was a UCC publication titled "A Study Guide for the 500th Anniversary of the Reformation," followed by 2 DVD's led by John Dominic Crossan on "The Challenge of Paul."

In February, the church hosted Rev. Gretta Vosper, a United Church of Canada pastor and self-avowed atheist, who gave us some thought-provoking views on the future of the church.

From September through November, Ed Hunt and Susan Hill co-led a 10 week program called Resistance Bible Study. This hardy and courageous group read the book "On Tyranny" by Timothy Snyder along with studying the Bible as an anti-tyranny document.

David Dethmers presented a well-received study on the Lord's Prayer at the forum time on Sunday morning. This was in addition to the many excellent opportunities for learning and growth that were available during the Adult Forum.

Susan Hill

Report of the Mission, Service and Justice Team (including special Mission Groups)

The Mission, Service and Justice Team continued their endeavors that highlight environmental stewardship and outreach programs designed to impact the community with local and global issues by creating and presenting educational and congregational participation activities that reflect our values. The team is combined with two operating sub-groups that concentrate on specific topics: the Earthwise team was created to tackle the ecological issues head on. And, the Just Coffee Team continues to sell coffee to support the betterment of coffee growers in southern Mexico. By definition the (MSJ) Team continues to support the excellent work of the Sahuarita Food Bank, the Samaritans, the Open and Affirming/Diversity Committee and the Organic Garden project.

Adult Forums, Guest Speakers and special events The January 21st Forum was presented by the Border Community Alliance. The January 28th Forum was "TIHAN as presented by Dale Jones and Rex Crouse. A forum on March 4th highlighted the needs of 'One Great Hour of Sharing'. It also featured a cameo with Connie Williams on Climate Issues at the Border. Connie Williams continued to highlight changes in the Climate that affect our future with a Forum on November 4th. The December 2nd forum was presented by Crossroads Mission and representation from the Comedor in Nogales, Mexico.

The 2018 Friday Night Environmental Pizza and Movies included '*Wasted! The Story of food waste*' on January 26th. The February 23rd was a power point prepared and presented by Todd Miller highlighting his book on the impact of Climate change on the border. The March 23rd movie was '*Racing Extinction*'. All movies were attended by 30 to 40 people. The program was considered to be a success and was scheduled for 2019.

The 2018 Alternative Gift Fair raised \$11,445.00 for 6 recipient organizations. The Kino Border Initiative received \$2,105.00; He Intends Victory-The Leon Holmstrom School was gifted \$1,955.00; Probigua received \$2,415.00; YOTO was gifted \$2,110.00; the Newton-San Juan del Sur Sister City Project received \$2,020.00, and Habitat for Humanity received \$840.

The MSJ team supports four special **Mission Offerings** throughout the year. The Programs '*One Great Hour of Sharing*', '*Strengthen the Church*', '*Neighbors in Need*' and '*The Christmas Fund*' were all successful. The **Just Coffee Team** (and the congregation) continued to support the coffee growers of Southern Mexico with active sales every other week.

Earthwise – Reviewing the ecological Crisis: In response to the ecological crisis facing our world, The Good Shepherd UCC continued its commitment to be more ecologically sound both as a community and as individuals. Members of MSJ Team and an offshoot task force, the Earthwise Team continue to organize educational events for the congregation and the wider community. These programs bring together guest speakers, forums and environmental films that elicit discussion for the wellbeing of the future. The April 22nd Earth Day service featured the total MSJ team presenting all facets of the Sunday service. Dennis St. John delivered the sermon entitled '*The Little Lady in the Calcium House*'!

Summarized by: Dennis St. John and Susie Sanders, MSJ Facilitators

Special Group Reports

Sahuarita Food Bank & Community Resource Center Report to The Good Shepherd Community

We, at the Sahuarita Food Bank & Community Resource Center (SFB-CRC), have had a year of growth and challenge in meeting the needs of our clients. We could not have done it without the support and partnership of the leadership and congregation of The Good Shepherd. This year's highlights include:

- Nonprofit structure: The SFB-CRC is excited that we have received three approvals:
 1. We now are an independent Arizona nonprofit corporation
 2. We received our IRS determination that we are a 501(c)(3), which allows contributions to be tax deductible
 3. And the State of Arizona has deemed us a Qualifying Charitable Organization, to which donations can qualify for the Arizona Tax Credit.
- Church vote on land to be leased: At last year's annual meeting, members of The Good Shepherd voted that the Administrative Team could agree to lease land to the food bank when construction begins. This was incorporated into a Master Cooperative Agreement for the SFB-CRC relationship with the Church until that time.
- Vibrant communications and branding: We launched our first robust communications vehicles this year, with a brand new website, our Apple Basket Newsletter and a FaceBook page.
- Fulltime executive director: After a very successful year with Ann Striker at the helm of food bank operations, we are delighted to have brought on board our first fulltime employee and executive director Carlos Valles.
- Now for the numbers: Some numbers that reflect our continued growth include:
 - Distribution of food for 560,000 meals to over 32,000 people
 - 346 weekend BackPacks of food to children at six schools over 38 weeks of the school year. This is an increase of 56 BackPacks.
 - Surplus produce distribution to 23,000 people during the Mexican produce season.
 - Served 55,000 pounds of food at the Summit View Elementary School pantry
 - Over 150 volunteers gave more than 22,000 hours to the Food Bank
- Early literacy program: The number of volunteers for "Story Time at the SFB" increased to the 25 dedicated women. New coordinator Carrie Scheufler is filling Anna Dethmers' big shoes.
- Additional programs at the Community Resource Center include screening and referrals for our new clients and a home visitation program for clients whose children need intensive assistance. February 2019 marks the start of three programs with partner agencies:
 - Training for Sahuarita school district parents to use their smartphones for school information and teacher contact
 - Spanish and English workshops that help coach parents and their children age 0-5
 - Volunteer tax preparation assistance for clients and other low-income residents.
- Capital Campaign: With a Campaign Committee of community members and a wonderful campaign consultant, our Capital Campaign has a great start. Donations and pledges total over \$855,000 toward the \$2.2 million goal. We plan to start construction by July 2020.
- Sustainable Families Coalition, the SFB-CRC guided community collaborative working to improve family stability and economic self-sufficiency, has four working groups focusing on

2018 Annual Report of The Good Shepherd UCC

workforce development, enhancing resources for school children in crisis, human services collaboration, and workforce housing. The Coalition hosted two well-attended events—Shining a Light on Behavioral Health in September and a Report to the Community in October.

Our volunteers and staff made this happen for both our present and future clients. I am so very grateful to our board: Curt Keim, Jackie Smith, Nancy Ackley, Michele Estavillo, Sherri Cadeaux, Ann Striker, Leslie DeGrassi, and Pastor Randy for your dedication this year!

Penny Pestle-- Board Chair

Samaritans

The Good Shepherd hosts Green Valley/Sahuarita Samaritans (SAMS). Their mission is to prevent deaths in the desert. Some 300 persons, including many Good Shepherd folks, are on a contact list. Every other Monday 25-50 or more, depending on the time of year, meet to hear reports of the preceding two weeks' activities. Activities include:

Searches: Teams of 3-4 people go out three or four times each week, driving the back roads of Pima and Santa Cruz counties, prepared to offer water, food, clothing or first aid to migrants in trouble, or to call Border Patrol if migrants encountered decide they've had enough of the hardships in the desert. Teams are usually out 5-7 hours. In 2018, searches probably represented some 3500 person-hours.

Water Drops: Teams go out every week or so, taking water to strategic locations where migrants are known to pass. They "drop" as much as 20-30 gallons in the summer or Ones in the winter. Especially in the winter there is more animal damage to the water jugs as well as evidence of human vandalism.

El Comedor: Every Tuesday, Shura Wallin leads a group of 6-8 people to the Comedor, a Jesuit-run food and aid station in Nogales, Sonora. Migrants deported back to Mexico receive documents that entitle them to 2 meals a day for 8 days at the Comedor. Volunteers assist with preparing and serving the meals. Afterwards they distribute clothing and listen to the stories of those who have failed in their journeys north. The thing that changed in 2018 was working with the asylum seekers and their children, who often come to the comedor for breakfast. The numbers vary from 25-30 to 70 or 80 daily.

Operation Streamline: We continue to have a regular presence at the Federal Court in Tucson, once a week in the summer and twice a week in the winter, to observe and document the "fast track" proceedings. As many as 75 migrants from Mexico and Central America go before the judge, in groups, generally to plead guilty, and are sentenced to up to 180 days in mostly private prisons.

Writers Group: Following the regular meeting they meet and provide additional explanation of what was reported during the meeting for new folks. They also discuss strategies for getting the migrant story out and to identify issues that can be addressed by letters to the editor or opinion pieces in local papers. They provide updates for the SAMS website, www.gvs-samaritans.org. "SAMS in a Box" provide resource materials to use when making presentations about what Samaritans do, and why.

SAMS hosted the 14th Annual Santa Cruz Valley Border Issues Fair, January 12-13, 2018. Speakers included: Father Sean Carroll, SJ, Executive Director of the Kino Border Initiative in Ambos Nogales, an essential border ministry, and Chris Rickerd, a policy counsel at the ACLU's National Political Advocacy Dept.

SAMS provided lunch one day for the more than 50 people on the 75-mile Migrant Trail Walk in May.

Treasurer Curt Keim reported a year-end General Fund balance of \$46,571. General expenditures were \$22,442, which includes fuel, repair, and insurance for the vehicles; water and food for desert searches; Good Shepherd support; and GPS and satellite emergency units. Asylum costs came to \$7,596. A large donation funded purchase of LifeStraws, small water filters given to some migrants in Mexico, to

filter water found on their desert trek. One Samaritan vehicle, a minivan with 230,000 miles on it, needs to be replaced. The other vehicles are aging and, while still roadworthy, need increasing maintenance. Income comes as gifts from individuals and churches, special collections and the Border Issues Fair.

Submitted by Sandra Rooney

Community Garden

We are continuing to harvest small amounts of lettuces, spinach and kale for the food bank this winter and spring but will not be planting summer crops this year because of the difficulty of growing in the summer heat, and the fact that we are leaving for the summer a bit earlier this year, making a side trip to Portland, Oregon before continuing on to Michigan. We will continue to grow what we can according to the season but will be phasing the garden out when the Food Bank is built in 2 years.

The small amount that our garden produces is only a tiny bit of what the Food Bank uses and needs.

We support the energetic and hard working Food Bank workers for all the work they do. They are cheerfully filling quite a need here locally.

The garden is being watered much of the year by the water harvesting system, but needs to be switched over to the county water system before summer when the barrels will empty.

The fruit trees are recovering a bit from being without water for a short time last summer. We plan to move the smallest orange tree away from its present position soon while it is still dormant and hope that it does better in a different location.

*Respectfully submitted,
Lois and Mike Rose*

Keep Our Community Together

Keep Our Community Together (KOCT) is volunteer group of Good Shepherd members and friends. We work side by side with immigrant neighbors navigating the complexity, and often trial, of dealing with the US Citizenship and Immigration system.

KOCT is affiliated with "Keep Tucson Together". In the past KOCT immigration clinics were held monthly at either Good Shepherd or a church in Amado or Nogales, AZ. Some of the families we have supported have members who are at risk of deportation. In a few, a family member has already been deported. Many have come seeking assistance with completing a variety of government forms and applications.

Currently we are not holding regular clinic hours. Instead, we are meeting with those who request assistance by individual appointment. People learn of us by word of mouth and pastor referral.

Submitted by Connie Aglione

The Good Shepherd UCC

2019 Slate of Nominees

(elected positions only)

Teams and Committees	Position/Member Term Expires
<u>Administrative Team/Church Council</u> <ul style="list-style-type: none"> Administration of Church 	Moderator: Rex Crouse 2020 Mod Elect.: Dennis St. John 2020 Secretary: Leslie DeGrassi 2020 Treasurer: Sam Dyer 2022
<u>Extravagant Welcome and Inclusion Team</u> <ul style="list-style-type: none"> Attracts new friends and members through marketing, coordinates the welcome process for visitors, coordinates the new member process and opportunities for integration into congregational activities; integrates new and current members by matching gifts and talents with activities, programs and missions of the church. 	Liz Wright 2020 Kay Kennard 2020 June Newton 2021 Joan Merrill 2021 Linda Wiebe 2021 Jerry Wiebe 2021 Flo Mayer 2022
<u>Mission, Service and Justice Team</u> <ul style="list-style-type: none"> Guides, coordinates, assists members and groups to evaluate and strengthen our existing mission endeavors; develop mission programs to enhance our impact and visibility in the community; educate congregation, friends and visitors about our current and new mission, service and justice programs; connect closely with the UCC Mission opportunities. 	Marjorie Holmstrom 2020 Steve Little 2021 Carol Christ 2021 Mike Nagle 2021
<u>Pastoral Relations Committee</u> <ul style="list-style-type: none"> Supports and maintains an open, healthy relationship with Senior & Associate Pastor and members; provides consultation and advice to aid Pastors in performance of their duties 	Hank Busey 2020 Linda Redfield 2021 Steve Jacobsen 2022 Susan Hill 2022
<u>Finance Team</u> <ul style="list-style-type: none"> Oversees development and monitoring of budgets, bank accounts, major contracts, investment activities, accounting practices, audit programs, insurance, fiscal policies; sends preliminary budget to Administrative Team in November and presents final draft in December 	John Merrill 2020 Nancy Bowen 2020 Dave Perry 2021 Mark Sanders 2022 Rex Crouse (Moderator) Dennis St. John (Mod-Elect) Sam Dyer (Treasurer)

2018 Annual Report of The Good Shepherd UCC

<p><u>Facilities Team</u></p> <ul style="list-style-type: none"> Provides maintenance, care and repair of lands, buildings, contents and personal property of Church 	<table> <tr><td>Dick Mayer</td><td>2020</td></tr> <tr><td>Jim Armstrong</td><td>2020</td></tr> <tr><td>Kurt Keim</td><td>2020</td></tr> <tr><td>David Dethmers</td><td>2020</td></tr> <tr><td>Ray Hebert</td><td>2021</td></tr> <tr><td>Terry Linthicum</td><td>2021</td></tr> <tr><td>Doug Lisotto</td><td>2022</td></tr> </table>	Dick Mayer	2020	Jim Armstrong	2020	Kurt Keim	2020	David Dethmers	2020	Ray Hebert	2021	Terry Linthicum	2021	Doug Lisotto	2022
Dick Mayer	2020														
Jim Armstrong	2020														
Kurt Keim	2020														
David Dethmers	2020														
Ray Hebert	2021														
Terry Linthicum	2021														
Doug Lisotto	2022														
<p><u>Stewardship Team</u></p> <ul style="list-style-type: none"> Oversees annual stewardship campaign; obtains pledges for fiscal year; oversees year round stewardship program 	<table> <tr><td>John Pestle</td><td>2020</td></tr> <tr><td>Curt Ackley</td><td>2020</td></tr> <tr><td>Nancy Ackley</td><td>2021</td></tr> <tr><td>Clyde Clement</td><td>2021</td></tr> <tr><td>Pam Irvin</td><td>2021</td></tr> <tr><td>Hathaway Cornelius</td><td>2022</td></tr> <tr><td>Sandy Lindahl (advisory)</td><td></td></tr> </table>	John Pestle	2020	Curt Ackley	2020	Nancy Ackley	2021	Clyde Clement	2021	Pam Irvin	2021	Hathaway Cornelius	2022	Sandy Lindahl (advisory)	
John Pestle	2020														
Curt Ackley	2020														
Nancy Ackley	2021														
Clyde Clement	2021														
Pam Irvin	2021														
Hathaway Cornelius	2022														
Sandy Lindahl (advisory)															
<p><u>Nominating Committee</u></p> <ul style="list-style-type: none"> In consultation with Senior Pastor and Administrative Team, put forth an annual slate of officers and committee members for election at the Good Shepherd annual meeting. 	<table> <tr><td>Lyn Nowakowski</td><td>2020</td></tr> <tr><td>Liz Symington</td><td>2020</td></tr> <tr><td>Sara Busey</td><td>2021</td></tr> <tr><td>Bonnie Sondrol</td><td>2021</td></tr> <tr><td>Hathaway Cornelius</td><td>2022</td></tr> <tr><td>Mary Ferland</td><td>2022</td></tr> </table>	Lyn Nowakowski	2020	Liz Symington	2020	Sara Busey	2021	Bonnie Sondrol	2021	Hathaway Cornelius	2022	Mary Ferland	2022		
Lyn Nowakowski	2020														
Liz Symington	2020														
Sara Busey	2021														
Bonnie Sondrol	2021														
Hathaway Cornelius	2022														
Mary Ferland	2022														

Report of the Women's Fellowship

The Women's Fellowship welcomes all members and friends of The Good Shepherd.

OUR PURPOSE: To unite in fellowship; to support the mission of The Good Shepherd, its members, friends, the community and the wider world.

2018 COORDINATING COMMITTEE MEMBERS: Nancy Bowen, Mary Chapman, Barbara Hodges, Judy Bischoff, Nikki Harrison, Marilyn Regnier, Mary Ferland, chair.

TASK FORCE CHAIRS: Project Linus Quilt Group: Helen Clarkson; Estate Sale Coordinators: Barbara Hodges, Mary Chapman.

2018 PROGRAMS AND ACTIVITIES: In March, we assisted with Men's Fellowship Patio Sale. April brought our Farewell Luncheon with speaker from Lutheran Social Services. In November we held our Welcome Back Luncheon with speaker from Youth On Their Own.

of Estate Sales in 2018: 10

Number of Estate Sales in 2017: 9

NET INCOME: \$8207.68

2018 DISBURSEMENTS for mission projects:

TGS operating funds	\$5000
Youth camp/mission	\$ 300
SFB	\$1000
SFB Backpacks	\$1000
St. Andrews Clinic	\$ 300
Hands of a Friend	\$ 300
Posada Life	\$ 300
Valley Assistance Services	\$ 300

Total: \$8500

Many thanks to Mary Chapman and Barbara Hodges for their years of service heading up the Estate Sales. We couldn't have done it without you!

Respectfully submitted,
Mary Ferland, chair

Report of the Men's Fellowship

No report was provided.

Boy Scout Troop 301

January

2nd. Board of review.
6th. Christmas Tree round-up. Fundraiser
7th. Bicycling skills Merit Badge make up day.
9th. Troop meeting.
9th. Backpacking Merit Badge 2 mile urban hike and gear check.
12th. Backpacking Merit Badge final paperwork and planning meeting.
13th. Cycling Merit Badge 15 mile ride #1.
16th. Troop meeting.
19-21st. Backpacking Merit Badge 15 mile hike and camp #1.
23rd. Troop meeting.
27th. Cycling Merit Badge 15 mile ride #2.
30th. Troop meeting.

February

2-4th. Backpacking Merit Badge 15 mile hike #2.
6th. Patrol Leaders Conference.
13th. Troop meeting.
16-18th. Backpacking Merit Badge 15 mile hike #3.
20th. Troop meeting.
28th. Arrow of Light Pack 300 crossover ceremony.

MARCH

3rd. Cycling Merit Badge 30 mile make-up training ride.
6th. Patrol Leaders Conference, Board of Review, Troop Elections.
9-13th. Backpacking Merit Badge final 30 mile hike and camp.
16-17th. Santa Cruz Valley super Saturday leader training.
20th. Roadside Clean up. Community Service.
20th. Troop Meeting.
25th. Cycling Merit Badge 50 mile final ride.
27th. Spring Court of Honor.
30-31st. Fiesta Sahuarita, build rope bridge. Fundraiser

April

3rd. Patrol Leaders Conference, Board of Review, Committee Meeting.
7th. Rancho Sahuarita Garage Sale. Fundraiser.
10th. Troop Meeting.
14th. Car Wash. Fundraiser.

17th. Troop Meeting.
20-22nd. Advancement Camp with Pack 357.
24th. Troop Meeting.
28th. Swimming and Lifesaving Merit Badge. Swim Test.

May

1st. Patrol Leaders Conference.
5th. Catalina Council Spring Merit Badge Day.
6th. First Aid Merit Badge and rank requirements.
8th. Troop Meeting.
15th. Troop Meeting.
19th. Car Wash. Fundraiser.
20th. Citizen in the Nation Merit Badge.
21st. Swim Test make-up.
22nd. Troop Meeting.
23rd. Committee Meeting.
26th. Citizen in the Community Merit Badge.
28th. Memorial Day Avenue of Flags set-up. Community Service.
29th. Board of Review make-up. Troop Meeting.

June

5th. Patrol Leaders Conference, Board of Review, Committee Meeting. Gear check for Lawton Summer Camp.
10-16th. Lawton Summer Camp.
19th. Colorado Trip Merit Badges.
26th. Summer Court of Honor, Colorado trip preparation.
29th-1st July. Patagonia swimming and service camp. Community Service.

July

3rd. Patrol Leaders Conference, Board of Review, Colorado trip final meeting.
6-15th. Colorado White water rafting and kayaking trip.
9-14th. National Youth Leader Training Camp Lawton.
17-21st. Jackson Powell's Eagle Project.
17th. Canoe Merit Badge.
24th. Canoe Merit Badge.
26th. Troop Meeting.
28th. Trail to First Class 5 mile hike.
31st. Trojan's fitness and individual rank advancements.

August

4th. Catalina Council 9th Annual Water Sports day.
7th. Patrol Leaders Conference, Board of Review, Committee Meeting.
11-12th. Sahuarita Canoe Days. Community Service.
14th. Troop Meeting. PT day.
21st. Troop Meeting. Tent and meal planning for Patagonia Camp.
28th. Troop Meeting. Family Life Merit Badge or Patagonia camp planning.

September

4th. Brainstorming Meeting for Troop activities.
7-9th. Patagonia Camp with Pack 357 Arrow of Light Cubs.
11th. Memorial walk Sahuarita Lake. Community Service.
16th. Troop Annual Activity Planning Meeting.
18th. Troop Meeting. Troop Elections. Christian Roots Eagle Board of Review.
25th. Fall Court of Honor.

OCTOBER

2nd. Troop meeting, Committee Meeting, Troop Elections continued.
12th. Green Valley Fire Department Pancake Breakfast. Community Service.
16th. Troop Meeting, Roadside Clean-up, Victor Rodriguez Eagle Project. Community Service.
20th. Christmas Wreath Sales due. Fundraising.
23rd. Troop Meeting.
27th. White Elephant Parade. Community Service
30th. Troop Meeting. Halloween dress-up.

NOVEMBER

2-4th. Molino Camp out
6th. Patrol Leaders Conference, Board of Review, Committee Meeting. 2019 Recharter paperwork and fees due.
9-10th. Pecan Festival. Fundraiser
12th. Victor Rodriguez Eagle project. Flag retirement ceremony. Community Service.
13th. Troop Meeting.

DECEMBER

4th. Winter Court of Honor. Christmas gift exchange. Food Bank donations.
9th. WGHS Football banquet. Comm. Service.

Report of the Treasurer

2018 was another successful year for The Good Shepherd United Church of Christ.

Income

The Good Shepherd operating income for 2018 was \$387,384. This was an increase of \$4,790 from 2017. This is 98.6% of the projected budget income. Please refer to the financial reports following. Thank you to everyone who contributed to The Good Shepherd throughout the year.

As the The Good Shepherd United Church of Christ has always done, in 2018, 10% of our previous year's budgeted operating income was pledged to Our Church's Wider Mission (OCWM). We fulfilled our pledge of \$35,000 to OCWM of which, 75% stays in the Southwest Conference, and 25% goes on to the national setting of the United Church of Christ.

Expenses

Our total operating expenses were lower than projected. However, with our income also being lower than projected, we were able to end the year in the black (money in the bank!).

The many and various ministries supported by The Good Shepherd would not be possible without the continued financial support of our very generous congregation. Your financial contributions, along with your generous gifts of your time and talents, are what continue to make this church a beacon of Christianity in our community, our country, and throughout the world.

Respectfully submitted,

Sam Dyer, Treasurer

The Good Shepherd United Church of Christ
Non Operating Income & Expense
January through December 2018

	Jan - Dec 18	Jan - Dec 17
Income		
NON-OPERATING INCOME		
Pass Through Income		
4620 · Mission/Outreach		
4621 · One Great Hour of Sharing	5,529.00	8,592.00
4622 · Strengthen The Church	939.30	841.25
4623 · Neighbors In Need	2,190.00	1,798.00
4624 · Christmas Fund - UCC	1,641.00	1,764.00
4625 · SFB Staff	11,760.00	10,845.00
4640 · Disaster Relief	870.00	5,030.00
4643 · Micro Loans	300.00	1,050.00
4644 · Gift Fair	11,445.00	9,530.00
4645 · Special Purchases	2,640.00	0.00
4647 · Spanish Classes	6,700.00	4,679.00
4650 · Food Bank	8,395.12	4,670.00
4691 · Other	4,133.00	922.00
Total 4620 · Mission/Outreach	56,542.42	49,721.25
Total Pass Through Income	56,542.42	49,721.25
MEN'S FELLOWSHIP INCOME	6,945.25	6,210.64
WOMEN'S FELLOWSHIP	36,494.78	43,052.41
Total NON-OPERATING INCOME	99,982.45	98,984.30
Total Income	99,982.45	98,984.30
Gross Profit	99,982.45	98,984.30
Expense		
NON OPERATING EXPENSE		
Pass Through Expenses		
5020 · Mission/Outreach		
5021 · One Great Hour of Sharing	5,529.00	8,592.00
5022 · Strengthen The Church Offering	939.30	841.25
5023 · Neighbors In Need Offering	2,190.00	1,798.00
5024 · Christmas Fund -UCC	1,641.00	1,764.00
5027 · Disaster Relief	870.00	5,030.00
5033 · Food Bank	8,395.12	4,670.00
5034 · Spanish Classes	6,700.00	4,679.00
5037 · Micro Loans	300.00	1,050.00
5038 · Gift Fair	11,445.00	9,530.00
5040 · Special Expenses	2,640.00	0.00
5041 · SFB Staff	11,760.00	10,845.00
5039 · Other	4,133.00	922.00
Total 5020 · Mission/Outreach	56,542.42	49,721.25
Total Pass Through Expenses	56,542.42	49,721.25
MEN'S FELLOWSHIP EXPENSE	6,079.84	5,784.24
WOMEN'S FELLOWSHIP EXPENSE	36,787.10	45,353.26
Total NON OPERATING EXPENSE	99,409.36	100,858.75
Total Expense	99,409.36	100,858.75
Net Income	573.09	-1,874.45

Budget Report for The Good Shepherd United Church of Christ - Sahuarita AZ

Account #	Account Name	Actual 2018	Budget 2018	Budget 2019
4.100.000	OPERATING INCOME			
4.100.001	Pledge (in 2019, prepaid included - as of 2.12.2019)	252,920	263,792	312,337
4.100.002	Prepaid Pledge	44,895	44,895	0
4.100.003	Contribution	53,843	50,000	50,000
4.100.004	Loose Plate	11,893	10,000	10,000
4.100.005	Pledge - Women's Fellowship	5,000	5,000	5,000
4.100.006	Pledge - Men's Fellowship	1,000	2,000	0
	Total OPERATING INCOME	369,551	375,687	377,337
4.100.010	OPERATING GIFTS			
4.100.011	Administrative Gifts	934	1,000	1,000
4.100.012	Minister's Discretionary Fund	2,495	2,000	2,000
4.100.013	Building Use	11,286	10,500	8,000
	Total OPERATING GIFTS	14,715	13,500	11,000.00
4.100.015	PROGRAM GIFTS		3,500	1,500
	Total PROGRAM GIFTS	1,599	3,500	1,500
	Total Income	385,865	392,687	378,837
	OPERATING EXPENSE			
5.100.000	OVERALL MISSION - UCC			
5.100.001	Our Church's Wider Mission - OCWM	35,000	35,000	36,000
5.100.002	SWC Per Capita	3,000	3,000	3,000
5.100.003	SWC Per Capita - Travel	300	300	300
5.100.005	Minister's Discretionary Expense	5,291	3,000	3,500
5.100.010	Community Discretionary Expense	0	250	750
5.100.015	Interfaith Council	500	500	0
5.100.020	TIHAN			500
	Total OVERALL MISSION - UCC	44,091	42,050	44,050
5.110.000	PERSONNEL			
5.110.011	Senior Pastor Salary	34,816	34,986	35,686
5.110.012	Sr. Pastor Housing Allowance	33,410	33,435	34,104
5.110.013	Sr. Pastor SS Offset	5,248	5,248	5,353
5.110.014	Sr. Pastor Pension	9,579	9,579	9,500
5.110.015	Sr. Pastor Medical Insurance	26,040	26,040	26,561
5.110.016	Sr. Pastor Dental Insurance	1,080	1,080	1,125
5.110.017	Sr. Pastor 403/Annuity/Life Ins	3,730	4,310	4,310
5.110.018	Sr. Pastor Auto Expense	5,044	4,500	4,700
5.110.019	Sr. Pastor Continuing Education	2,172	2,000	2,000
5.110.020	Sr. Pastor Sabbatical Reserve	3,000	3,000	3,000
	Total Senior Pastor	124,119	124,178	126,339
5.110.041	Salary Asst Min - Edwin Andrade	31,172	37,000	18,000
5.110.051	Music Director - Jeff Vanderlee	16,100	16,320	16,646
5.110.052	Pianist - Kay Jean Moore	13,495	14,420	14,708
5.110.054	Soloist - Rachel Lovins	3,150	2,781	3,800
5.110.055	Taize Cantor	300	600	600
5.110.056	Band - Owl's Nest Prod.	15,744	15,189	15,497
5.110.057	Band - Pablo Peregrina	3,087	2,922	2,980
5.110.059	Guest Musician	150	200	150
5.110.061	Director of Faith Formation	3,360	0	12,000
5.110.062	Office Administrator/Financial Sec'y	24,944	24,244	24,729
5.110.063	Custodian	11,281	12,022	12,262
5.110.064	Nursery Care	408	700	1,500
5.110.065	Worship Assistant/Support	1,170	1,500	1,500
	Total Non Clergy Staff	124,361	127,898	124,372

Budget Report for The Good Shepherd United Church of Christ - Sahuarita AZ

Account #	Account Name	Actual 2018	Budget 2018	Budget 2019
5.110.090	WORKERS' COMPENSATION	2,705	2,801	3,000
5.110.091	PAYROLL EXPENSES - EMPLOYER	8,325	8,000	8,000
	Total PERSONNEL	257,860	262,877	261,711
5.120.000	ADMINISTRATIVE EXPENSE			
5.120.100	OFFICE			
5.120.101	Bank Charges	1,456	1,600	1,600
5.120.102	Vanco Charges	1,172	2,400	2,400
5.120.103	Office Supplies	2,185	2,500	2,500
5.120.104	Alarm - Advanced Protection	435	435	435
5.120.105	Copier (copies and supplies)	1,562	1,100	1,565
5.120.107	Dues and Subscriptions	171	350	350
5.120.108	Postage	1,484	2,000	2,000
5.120.109	Telephone and Internet	3,511	3,500	3,500
5.120.110	Computer Software/Hardware	2,839	1,800	2,100
5.120.130	Advertising expense	2,573	2,800	2,800
5.120.140	Security Expense		0	1,500
	Total OFFICE	16,782	18,485	20,750
5.120.200	FACILITY			
5.120.201	UTILITIES			
5.120.202	Rubbish Collection	1,200	1,300	1,300
5.120.203	Southwest Gas	1,122	1,700	1,400
5.120.204	Electric - TRICO	4,075	2,700	4,300
5.120.205	Water	2,232	2,100	2,100
	Total Utilities	8,629	7,800	9,100
5.120.210	Supplies (cleaning, etc)	1,833	2,000	2,000
5.120.211	Kitchen Supplies	1,641	1,700	1,850
5.120.215	Repairs and Maintenance	4,576	4,000	4,000
5.120.220	Landscaping/Grounds	2,535	3,100	5,600
5.120.225	Pest Control	866	890	940
5.120.230	Building/Liability Insurance	8,259	8,259	8,576
5.120.240	Long Term Maintenance Reserve	1,500	1,500	3,000
	Total FACILITIES	28,973	29,249	35,066
	Total ADMINISTRATIVE EXPENSE	47,934	47,734	55,816
5.150.000	PROGRAM			
5.151.000	MISSION SERVICE & JUSTICE	0	500	500
5.152.000	STEWARDSHIP	250	1,000	1,000
5.153.000	PROMOTIONAL	465	500	500
5.154.000	STEPHEN/CARING MINISTRY	73	250	250
5.155.000	FAITH FORMATION	3,208	3,900	3,900
5.156.000	EXT. WELCOME & INCLUSION	805	1,000	800
5.157.000	MUSIC DEPT.	3,195	4,380	4,380
5.158.000	OPEN & AFFIRMING	0	150	150
5.159.000	WORSHIP	2,253	2,300	2,350
5.160.000	YOUTH GROUP	2,542	3,000	3,000
	Total PROGRAM	15,363	16,980	16,830
	Total DEBT SERVICE	16,310	19,450	19,630
	Total MISCELLANEOUS	1,821	2,775	3,850
	Total Operating Expense	383,379	391,866	401,887
	Total Income	385,865	392,687	378,837
	Total Expense	383,379	391,866	401,887
	Net Income	2,486	821	-10,674

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Accrual Basis

The Good Shepherd United Church of Christ
Balance Sheet
As of December 31, 2018

	<u>Dec 31, 18</u>	<u>Dec 31, 17</u>
ASSETS		
Current Assets		
Checking/Savings		
Bank Accounts		
1010 · Wells Fargo Checking Account	84,199.32	126,642.27
1020 · WF Savings	13,983.02	13,972.84
1030 · Schwab Stock /Liability Account	87,852.61	87,678.56
1032 · Vanguard	102.72	100.93
1130 · Schwab Original Bldg Account	5,495.72	7,114.99
1138 · WF Capital Campaign	36,867.11	38,830.71
1140 · Cornerstone Fund/GS Endowment		
1141 · Endowment Unrealized Gain/Loss	1,336.84	1,336.84
1140 · Cornerstone Fund/GS Endowment - ...	-1,336.84	-1,336.84
Total 1140 · Cornerstone Fund/GS Endowment	0.00	0.00
1142 · Cornerstone est 03-11/Endowment		
1143 · Unrealized Cornerst Gain/(Loss)	115.86	57.26
1142 · Cornerstone est 03-11/Endowment -...	8,455.96	8,397.91
Total 1142 · Cornerstone est 03-11/Endowm...	8,571.82	8,455.17
1150 · U C Funds Investment Acct		
1151 · UC Funds Unrealized Gain (Loss)	1,255.00	509.92
1150 · U C Funds Investment Acct - Other	19,466.80	21,213.36
Total 1150 · U C Funds Investment Acct	20,721.80	21,723.28
Total Bank Accounts	257,794.12	304,518.75
Total Checking/Savings	257,794.12	304,518.75
Total Current Assets	257,794.12	304,518.75
Fixed Assets		
Lot 54	40,000.00	0.00
Building Expansion (Comp. 2009)		
4904 · 2009 Building Expansion	1183737.58	1183737.58
4950 · 2016 Building Expansion/CC	354,731.75	354,731.75
Total Building Expansion (Comp. 2009)	1538469.33	1538469.33
Furniture & Fixtures		
Furniture, Fixtures, Equipment	93,508.65	93,508.65
Accumulated Depreciation	-78,308.37	-78,308.37
Furniture & Fixtures - Other	-3,810.00	-3,810.00
Total Furniture & Fixtures	11,390.28	11,390.28
Building (Original)		
Accumulated Depr - Bldg & Imp	-273,812.42	-273,812.42
Building	695,276.00	695,276.00
Total Building (Original)	421,463.58	421,463.58
La Canada Land	215,000.00	215,000.00
Lot 53	37,500.00	37,500.00
Columbarium Fixed Asset		

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Accrual Basis

The Good Shepherd United Church of Christ
Balance Sheet
As of December 31, 2018

	Dec 31, 18	Dec 31, 17
Accumulated Depreciation	-239.62	-239.62
Columbarium	30,283.00	30,283.00
Total Columbarium Fixed Asset	30,043.38	30,043.38
Samaritan Vehicles		
2010 Toyota 4Runner	26,033.00	26,033.00
Total Samaritan Vehicles	26,033.00	26,033.00
Total Fixed Assets	2319899.57	2279899.57
TOTAL ASSETS	2577693.69	2584418.32
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts Payable	-4,272.58	11,041.14
Total Accounts Payable	-4,272.58	11,041.14
Other Current Liabilities		
Operating		
2066 · Pre Paid Pledges 2019	34,392.45	0.00
2046 · Pre-paid Pledges 2018	0.00	49,895.05
2017 · RJM Pension/Health/Dental/Life	5,628.62	5,519.26
2048 · RJM - Pre-tax Retirement Cont.	13.33	0.00
2018 · Medical Flex Spending Account	-149.96	0.00
Total Operating	39,884.44	55,414.31
Reserve Accounts		
2020 · MSJ - Just Coffee	789.27	1,604.32
2021 · Audit Reserve	6,000.00	6,000.00
2022 · Camp Scholarship	3,730.11	3,494.11
2023 · Coffee House	170.77	-766.54
2024 · Blankets, Babies & Borders	633.33	1,236.45
2025 · Common Ground on the Border	8,276.05	7,276.84
2026 · Lecture Series	-1,086.86	942.75
2027 · Sabbatical Fund	6,499.63	3,499.63
2030 · Community Garden	1,245.00	18.88
2032 · Asset Acquisition	0.00	1,605.38
2036 · Keeping our Community Together	948.40	1,024.27
2037 · UCC Wider Church Grant	2,942.34	1,481.03
2041 · Music Director Advance	0.00	-525.00
2047 · Clarkson Land Purchase	1,751.98	8,100.00
Total Reserve Accounts	31,900.02	34,992.12
Columbarium		
2221 · Niche purchase	13,043.47	11,924.52
2222 · Plaque/Ashes	1,966.17	1,800.00
2223 · Plaque Only	735.92	869.75
Columbarium - Other	-5,505.49	-5,505.49
Total Columbarium	10,240.07	9,088.78

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Accrual Basis

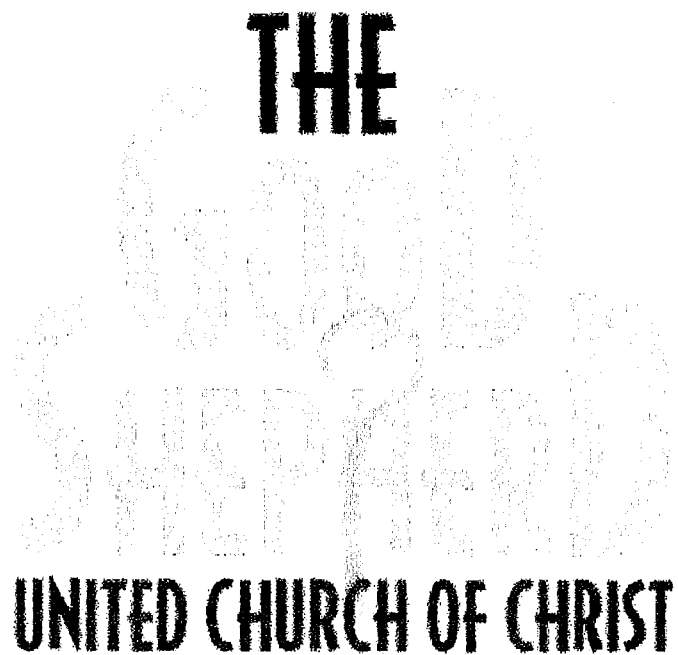
The Good Shepherd United Church of Christ
Balance Sheet
As of December 31, 2018

	Dec 31, 18	Dec 31, 17
Total Other Current Liabilities	82,024.53	99,495.21
Total Current Liabilities	77,751.95	110,536.35
Long Term Liabilities		
Capital Campaign Contributions	38,618.98	67,952.30
Long Term Maintenance & Repair		
2310 - Minimum Balance	20,177.60	22,028.63
Total Long Term Maintenance & Repair	20,177.60	22,028.63
2320 - Building Mortgage	193,171.52	199,068.22
Total Long Term Liabilities	251,968.10	289,049.15
Total Liabilities	329,720.05	399,585.50
Equity		
Equity		
Adjustment to Equity	19,141.41	19,141.41
AZ/Sonora Border Coalition	0.00	393.09
Gifts & Memorials		
Designated Memorials	4,363.57	6,419.82
Undesignated Memorials	6,115.14	4,221.39
Total Gifts & Memorials	10,478.71	10,641.21
Men's Fellowship Equity		
MF Misc	6,268.40	5,402.99
Total Men's Fellowship Equity	6,268.40	5,402.99
Operating Fund	-318,891.84	-313,135.49
Pass Through	31,822.13	20,062.13
Property		
Building	189,408.53	189,408.53
Columbarium	30,283.00	30,283.00
Property - Other	435,729.86	435,729.86
Total Property	236,010.39	236,010.39
Samaritans	59,051.18	41,931.51
Women's Fellowship Equity		
Women's Fellowship Estate Sales	84,966.74	77,309.06
Women's Fellowship Misc.	-80,253.51	-72,303.51
Total Women's Fellowship Equity	4,713.23	5,005.55
Equity - Other	1,505.00	1,505.00
Total Equity	217,419.61	215,104.79
3000 - Opening Bal Equity	73,783.03	33,783.03
Assign net income to equity	-704,995.42	-680,223.35
3900 - Retained Earnings	680,223.35	536,555.53
Net Income	24,772.07	143,667.82
Total Equity	224,797.64	218,483.22

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Accrual Basis

The Good Shepherd United Church of Christ
Balance Sheet
As of December 31, 2018

	<u>Dec 31, 18</u>	<u>Dec 31, 17</u>
TOTAL LIABILITIES & EQUITY	<u>2577693.69</u>	<u>2584418.32</u>



Annual Report

2019

*...no matter where you are on life's
journey, you are welcome here...*

**Annual Meeting
The Good Shepherd United Church of Christ
March 8, 2020**

AGENDA

Invocation: Rev. Rebecca McElfresh

Call to order: Rex Crouse, Moderator

Establish Quorum

Approval of Minutes: Annual Meeting, March 20, 2019

Minister Report: Rev. Randy Mayer

Treasurer Report: Sam Dyer

2019 final

Proposed budget 2020

Annual Church Reports-printed in annual report.

New Business:

1-Nominating Committee: Hathaway Cornelius

2-2019-2020

3-2020 slate of officers and team leaders

4-Election

Outgoing Moderator: Rex Crouse

Incoming Moderator:

Closing Prayer: Rev. Randy Mayer

Adjournment

**Minutes of the Annual Congregational Meeting
The Good Shepherd United Church of Christ
March 10, 2019, 6:00 p.m.**

Invocation: Rebecca McElfresh

Meeting Call to Order: Judy Bischoff, Moderator

The annual meeting was called to order at 6:03 p.m. by Moderator Judy Bischoff.

Rebecca McElfresh confirmed that a quorum was attained.

Approval of Minutes: Annual Meeting, March 5, 2018

A motion was made by Nancy Bowen and seconded by Doug Syme to accept the minutes of the 2018 Annual Congregational Meeting. The minutes were approved as published.

Report from Pastor Randy Mayer

So much happens at The Good Shepherd in a year! The Church and I celebrated twenty years in 2018. With the grace of God and lots of hard work, we have grown and become a significant presence in the area. Especially notable is our location at ground zero for border issues. The public looks to us for the facts, and we are well positioned to present them.

Report of Treasurer for 2018 and proposed 2019 budget: Nancy Bowen for Treasurer Sam Dyer

- **Treasurer's Report:**

We ended 2018 in the black.

- **2019 Budget**

A revised budget from the one published in the annual report was presented. A motion was made by John Merrill and seconded by Diane Royce to approve the updated proposed 2019 budget as provided at the meeting.

Discussion:

- Why did electric bill increase significantly? One reason may be that the early voting polling place kept classrooms cooled for numerous days.
- Why is the Men's Fellowship not in the budget? That is because no formal commitment to the budget is made by the group.
- Why was there a change in the budget after the annual report was published? This was caused by pledges received and correction of a spreadsheet formula after publication.
- Why the big increase in the long-term expenses item? A greater number than usual of expensive items are reaching the end of their lives.

The motion to accept the 2019 budget passed unanimously.

- **Stewardship Committee:** Hathaway Cornelius

Hathaway thanked the committee for its work and the congregation for its generosity. Stewardship reported 159 pledges from 244 members and friends for \$326,621. This represents an increase of over \$36,000 in pledges from 2018. Both the average and median pledge were marginally greater than in 2018. Additionally, the Women's Fellowship has again pledged \$5,000 to the campaign.

Annual Church Reports (Please refer to written reports in Annual Report.)

New Business

1. Report of Nominating Committee for 2018-2019: Hathaway Cornelius

Hathaway presented the slate of officers and team members as published in the annual report. There was generous support by the congregation members pledging their time and talents. Both Extravagant Welcome and Inclusion, and Mission, Service and Justice have nine members each for this coming year!

2. Election of Officers and Team Members

A motion was made to accept the slate of officers and team members as published in the annual report. The motion passed unanimously.

3. Acknowledgment of Mary Chapman and Barbara Hodges: Nancy Bowen

Barbara Hodges and Mary Chapman recently retired as coordinators of the Women's Fellowship estate sales. Nancy summarized their responsibilities. There have been 10-15 sales per year, each consisting of 3-5 days for set-up, and two days for the sale, plus an enormous list of behind-the-scenes duties. The new estate sale leadership now consists of six people doing what Barbara and Mary did in 2018! Since the inception of the estate sale program, \$355,866.84 has been raised and disbursed to the church and local charities.

The following resolution was prepared for congregational vote:

"Be it resolved that the members of The Good Shepherd United Church of Christ officially acknowledge and gratefully thank Barbara Hodges and Mary Chapman for their dedicated years of service in leading the Estate Sale program. Their commitment, coordination, and hard work are deeply appreciated."

A motion was made by John Merrill and seconded by Rex Crouse to accept the resolution. The motion passed unanimously.

Remarks from the Outgoing Moderator: Judy Bischoff

Judy thanked the congregation and the Administrative Team for a good year.

Remarks from the Incoming Moderator: Rex Crouse

Rex thanked Judy Bischoff for her leadership this past year, and vowed to live up to her efforts. He also thanked the Administrative Team. His theme for the coming year is "This Community."

Closing Prayer: Rev. Randy Mayer

Adjournment: Moderator Rex Crouse

A motion to adjourn was made by Sandra Rooney and seconded by Leslie DeGrassi. The motion passed and the meeting adjourned at 6:38 p.m.

Respectfully submitted,

Leslie DeGrassi, Church Council Secretary

Report of the Moderator, Rex Crouse

Last years' moderator, Judy Bischoff, passed the gavel to me saying "I wish you a successful year as The Good Shepherd begins another year of Challenge, Change and Celebration." There have been successes this past year as well as challenges, change and celebrations!

The Good Shepherd has been successful in both maintaining and increasing participation in several activities: the Backpack program, Sahuarita Food Bank support, estate sales, patio sale, Circle of Friends' dinners, Amigos and Progressive Theology seminars, women's retreat and congregation led study and discussion groups as well as others. We have continued Spanish classes, trips to Mexico, Javarita Coffee House and Common Ground on the Border conference. This year's Common Ground on the Border conference broke attendance records and continues to grow with interest from all parts of the United States.

Challenges have been few.....the congregation came together with the tragic death of Amy's husband, Fred, while Pastor Randy was on sabbatical. The ship not only kept afloat, but it forged forward. Randy left for Europe with excellent directions, instructions and pre-planned services. Again, he brought back new ideas, thoughts and a rested body!

Another challenge has been to continue our work and research into keeping The Good Shepherd a safe place not only for our congregation but also for the many outside groups that use our facilities. The Security Team is now exploring a refined and efficient system for keeping better track of room usage and access.

Change has brought us a revived Personnel Committee to refine our staff evaluations and work with the administrative team and finance committee to better streamline our employee support. There is also work in progress to assemble a Worship and Music Committee to support the music, worship and church life of The Good Shepherd. More to come from this committee as the year progresses.

Another change of significance is the pastoral call and upcoming ordination of Rebecca McElfresh as The Good Shepherd Minister of Pastoral Care and Spiritual Growth. With a very successful study and internship behind her, Rebecca is well suited to fulfill this position and has had months of experience creating her special space at The Good Shepherd.

There are many congregants and committees that support the work of The Good Shepherd and also meet the needs and support of members and friends through Stephen Ministry, Samaritans, prayer lists, pastoral care, Women's Fellowship, estate sales, support for the Sahuarita Food Bank, Alcoholics Anonymous, Community Justice Forum, Boy Scouts, Toastmasters and other meetings and activities supporting both the church and the community.

Our church is well suited to continue its mission to welcome all God's people into our fellowship, to minister to one another's needs and provide opportunities for every person's full participation in the life and mission of this congregation.

The administrative team will continue to carry the baton and lead the congregation to new Challenges, Change and Celebrations!

Rex Crouse, Moderator

Report of the Senior Minister, Rev. Dr. Randy Mayer

Annual Reports are always a good opportunity to take a step back and look at the activities and events of the church and be inspired and in awe of all that has taken place. Without a doubt, 2019 was filled with more than its share of events and activities worth lifting up and celebrating.

Our worship experiences each Sunday morning and the Taizé service once a month are the center from which everything else gets its purpose and energy. Our two music programs continue to grow and get stronger as they provide the spiritual foundation for our time together. Our altar committee visually brings our worship theme alive each Sunday. And the preaching and fellowship creates a dynamic experience that feeds the people and sends them out ready to serve and live out Jesus' commandment to love. I am always amazed that it all comes together, but it does, and the people don't want to miss a service.

Staffing transitions opened up the opportunity for us to hire Rebecca McElfresh as our Minister of Pastoral Care and Spiritual Growth and Alejandra Rosa as our Director of Faith Formation for Children and Youth. Each comes with energy and expertise that already is giving us new perspectives and programs.

The Good Shepherd has created some important programs over the years that have helped form our church's identity and have a massive impact on our wider community. The Women's Estate Sales has regrouped and continue its great service to the community. The Sahuarita Food Bank continues to grow and expand its services and will be breaking ground on its own facility in June. The Spanish Program continues to teach the Spanish Language to 50 or more folks each year and maintains a strong relationship with Probigua, a language school in Guatemala. The GV/Sahuarita Samaritans continues to be an important border humanitarian group especially in these times when so much national attention is focused on the border. And Common Ground on the Border has become a transformative event that was booked months in advance from people around the country.

It is a blessing that our facilities are simple and well built, for they get a lot of use. Programs like the Spanish Language Program, the Adult Forum, The Javarita Coffeehouse, the Quilting Group, The Sahuarita Food Bank, the Community Justice Board, Boy Scouts, the Toastmasters, Al-Anon, Alcoholics Anonymous, the Fiber Guild, and many more groups find our space flexible and welcoming while also embodying the mission and values that are so important to our congregation.

The Good Shepherd has continued its work as a congregation that nurtures and accompanies people that are discerning a call into Ministry. In May, we celebrated the ordination of Nathan Watts and his call to be the Pastor of First Congregational Church in Flagstaff. Over the past year or more we have accompanied Rebecca McElfresh through the discernment process and we look forward to her ordination in March.

For six weeks in September and October my wife, Norma and I were able to get away for a Sabbatical Break. We spent a few weeks in Northern Italy, where we attended the Waldensian Synod and I was honored to be one of their featured speakers. We also spent time with the Greek Evangelical Church in Katerini learning about their incredible migrant ministries. And we spent time walking the Camino de Santiago in Spain. We are very grateful for the time of Sabbath rest that is offered by the Good Shepherd congregation.

This year we also learned how fragile life is as a community of faith when Fred Dillemoth, the husband of Amy, our Office Manager was tragically killed in September. The congregation rallied support for Amy and her family then and still does so as their world continues to shake.

Finally, I want to say how honored I am to be your pastor. The Good Shepherd has developed into quite a church, thanks to so many people who give without hesitation a lot of their time, skills and energy. Special thanks goes to Moderator Rex Crouse, Treasurer Sam Dyer, and Secretary Leslie DeGrassi who have all served with distinction. And the many people on the various teams and committees of the Good Shepherd that work so hard behind the scene making sure all of the little details and issues of the church are dealt with prayerfully and thoughtfully. My sincere gratitude and blessings go out to you all. Because of your commitment, we continue to grow into the church that God has always called us to be.

With You on the Journey,
Randy J. Mayer

Report of the Minister of Pastoral Care and Spiritual Growth – Rebecca McElfresh

As I write this annual report, I am filled with gratitude for the community that is The Good Shepherd United Church of Christ. As my role has changed and grown this year, I have been grateful for your support as I explored, with you, my call to ministry. My local discernment team has given countless hours to this exploration and I'm humbled by their willingness to give so much of their time. Many thanks to Nancy Ackley, Barb Eyre, Ed Hunt, and Randy Mayer from The Good Shepherd and to Chris Sternberg who served as my Committee on Ministry Advisor. You have been the best of mentors and supportive discernment partners.

Having completed all requirements for ordination, I appeared before the Committee on Ministry in October and was then recommended to proceed to the Ecclesiastical Council which was held at the beginning of December. At that time, I was approved for ordination pending a call to a United Church of Christ congregation. And now, having been called by The Good Shepherd to be the Minister of Pastoral Care and Spiritual Growth, I look forward to ordination on March 1st. More so, however, I look forward to entering into this covenant relationship with you and to serving this community in the months and years ahead.

PASTORAL CARE: In the area of pastoral care, I have been working with Linda Redfield and the Care Team to assure that those in need of care would receive it from The Good Shepherd. Linda has taken on the role of coordinating the efforts of the Care Team and the Stephen Ministers so that the appropriate type of care would be offered. The Care Team visits those with short-term needs, and sends cards lovingly created by Kay Novak. Stephen Ministers are provided to those who need longer term support and who would benefit from a one-on-one relationship with a care provider. Both Randy and I also provide pastoral visits and we coordinate with one another so that needs are addressed.

Additionally, I have been working with Barb Eyre who has recognized her own call to help The Good Shepherd become a congregation more supportive of those with mental health issues and other brain disorders. She has provided several opportunities to learn about mental health during Adult Forums and she has coordinated the offering of a 12-week course provided by the National Alliance on Mental Illness (NAMI). This fall, Barb and I attended a course provided by the Southwest Conference for those who are interested in becoming a WISE congregation - Welcoming, Inclusive, Supportive, and Engaging for those with mental health needs. You may have noticed that we have begun to speak more frequently of our welcome to those with mental health needs and other brain disorders during our morning announcements.

During this fall, I became aware that there are a number of our people in our community who are facing the challenges of being a primary care giver for a significant family member with Alzheimer's disease and other forms of dementia. An Adult Forum presentation is on the schedule for February 2020 and then a support group will begin for these caregivers.

SPIRITUAL GROWTH : I have been working with Randy to create meaningful and engaging worship experiences, especially during the seasons of Advent and Lent. Beginning in the fall of 2019, I began to preach once each month and during the other Sundays of the month, I have provided the children's message and have led the congregation in the prayers of the people. Randy and I coordinate with the Altar Team so that the themes of the seasons and/or the weekly themes are reflected visually in the beautiful altar-scapes created by Rosemary Stoltenberg, Arlynn Ostlund, and Ellen Cox. These rich visual images help to make our worship experiences multi-sensory in order to make as many connections as possible from the meaning of the texts to the everyday experiences of our lives.

In addition to regular Sunday services and the special services that are a part of the Advent and Lenten seasons, Taizé services are offered on the second Wednesday of each month, October through May. This worship service offers a quiet atmosphere of candle light and music that is highly meditative. Many thanks to Rosemary Stoltenberg who coordinates this service each month.

Small group experiences are offered that address current spiritual interests and needs. During 2019, I offered several study groups designed to promote spiritual growth. This fall, I worked with Susan Hill to promote a season long series of classes including the work of Brene Brown and Parker Palmer.

Given the enthusiastic response from the participants of the women's retreat offered in March of 2019, I am working with Carol St. John and Gail Frank to offer another retreat in March of 2020. I have also been in discussion with several men of the congregation who are exploring the possibility of having a men's retreat.

Finally, this report would not be complete without the mention of Common Ground on the Border. Shortly following the conference each year, we begin to plan for the next year. We have reached a long term goal of bringing those from other parts of the country to learn more about the experiences of migrants in our borderlands. This has required much coordination with churches across the country. Our promotion at General Synod has allowed us to reach many from other states.

In conclusion, I remain so grateful for the opportunity to be in ministry at The Good Shepherd United Church of Christ. We are growing in so many ways and I look forward to discerning with you the ways in which we might grow more deeply into the living out of our faith in the world.

Report of the Music Director, Jeff Vanderlee

2019 has brought a number of exciting changes to the music of the traditional morning service and The Good Shepherd Choir. The choir ushered in the Christmas season for the Good Shepherd community with our 3rd annual evening of Lessons and Carols. Joining the Good Shepherd Choir in this performance were musicians from the University of Arizona as well as the Green Valley Concert Band. Such collaborations are a vital part of a thriving music department, and we are proud to be able to involve singers and instrumentalists from the community at large to enhance worship at The Good Shepherd.

On a weekly basis, the Good Shepherd Choir provides at least one anthem. However, this year, the choir has been focusing on offering more elaborate choral prayer responses and reflective postludes in each service in addition. In particular, we have been exploring the sacred music of Canadian, Anglican composer, Healey Willan. The consistency of expression and meaningful musical experiences to each service by the Good Shepherd Choir, I believe, speaks to the wealth of talent housed within, and the sincerity with which their gifts are shared. The music of the traditional service is also brought alive by the weekly service of Kay Jean Moore, who accompanies the choir, congregational singing, as well as offers her own musical selections. The contemporary services continue to be served by Diane Van Deurzen, Lisa Otey, Pablo Peregrina, and Rich Smith.

Looking ahead, the Good Shepherd Choir will be trying something new this spring season. The choir will be hosting a Tenebrae service, on the evening of Good Friday at 7pm. The Good Shepherd has not traditionally had a service during this time, though as a ministry, we are always looking for ways to evolve and better serve our Good Shepherd community. It will provide a contemplative environment to ponder the themes of Holy Week, while sharpening the contrast between our despair for Christ's death, and our joy in his Resurrection. It is sure to be a worshipful end to Holy Week. The congregation can look forward to the choir continuing to provide musical offerings during the offertory, communion, and/or reflective postlude, as well as a number of visiting instrumentalists throughout the spring season.

It is our utmost priority, to provide meaningful music to enhance the worship of the Good Shepherd. We strive to reach the hearts of as many people as possible through a wide variety of musical styles and offerings, from classical works, to contemporary, popular, and Taizé services. We are committed to serving our community, through sincere, artful expressions of the lessons that God has to teach us all. Perhaps J.S. Bach captures this sentiment in simpler and more direct terms concerning music in the church: "...music should have no other end and aim than the glory of God and the soul's refreshment..."

Jeff Vanderlee
Director of Music

Report of the Director of Faith Formation, Alejandra Rosas

2019 was a busy year for the children and youth program. These are some of the activities we did:

- * It was a blessing for me organizing our 'back to school blessing' for our students and teachers at our service on August 4th. We had about 12 kids and 2 teachers.
- * On October 25th with Randy's help, I planned our fall festival. We had a chili and costumes competition, pumpkin decorating, trick or treat, and live music with Pablo.
- * December was a very exciting month for our children and youth. December 14th, we participated in the Christmas light parade hosted by the Sahuarita town hall. A group of volunteers helped decorate the Good Shepherd's trailer, we gave out candy to the people, and sang Christmas songs with Pablo.
- * I organized the posada for our Christmas Eve service.

Other regular activities:

- * Church School every week.
- * Youth group fund raisers at the Coffee House.
- * Monthly meetings with the youth group, held at the church and outdoors.

Report of the Office Administrator/Financial Secretary, Amy Dillemath

2019 was an interesting year indeed! In 2019, I completed my 13th year providing administrative and financial support for the office of The Good Shepherd. It was a year of staff changes as Rebecca continued her pursuit of ordination, and Alejandra Rosas jumped into being our Director of Faith Formation.

Here are highlights of some of my activities and projects of 2019:

- Ordered and maintained supplies for the office, various teams, custodian and kitchen.
- Mailed contribution statements during the year. Also emailed the annual statement to many.
- Worked with Sam Dyer on bookkeeping tasks and maintained files in the office for the Treasurer. Bookkeeping tasks include: recording weekly collection and deposits, creating reports for the Treasurer, Finance Board and other committees of the church, creating checks for the Treasurer to sign, running payroll and taking care of employee taxes, helping create the budget, reconciling accounts and maintaining the financial database to track congregational contributions. This includes maintaining the Samaritan, Men's Fellowship, and Women's Fellowship financial records.
- Implemented and learned new accounting software: Church Windows. This program already housed our database and tracked donations, so we added their Accounting and Payroll modules. The change in software has integrated so much information. I am saving many steps and have streamlined some of the previous processes including the sending of giving statements which can be done via email in this program. I thank the Finance team for this investment.
- Edited weekly bulletin, monthly newsletter, email news and prayers. Coordinated the assembly and mailing of the monthly newsletter. The monthly newsletter has been shifted to an online format which will save paper, ink, and postage. I send blessings to my now-retired assembly crew. Please know I miss seeing you each month.
- Provided Administrative support for Rev. Randy Mayer, Sam Dyer and the teams and committees of The Good Shepherd as needed.
- Took care of the Memorial Gift incoming checks and acknowledgments to donors and families.
- Helped gather information for the personnel committee to update policy.
- Coordinated events and meetings, working with our custodian to ensure appropriate setup and access. Aided with opening rooms and setting them up as needed.
- Compiled Southwest Conference Annual Report information.
- Compiled and edited 2018 Annual Report for The Good Shepherd.

I want to thank a few of the many, many people who make the church run smoothly: Rev. Randy Mayer, Severo Rivas, Mary Chapman, Rebecca McElfresh, Alejandra Rosas, the Newsletter Helpers (now retired), Kay Kennard (my bulletin editor), Carrie Scheufler, and Janice and Roland Rettig (who fold bulletins in the winter), and other volunteers who are always so generous with their time and talents. I also wish to thank Sam Dyer for his service as Treasurer. I appreciate all your hard work and insight.

Among my many blessings, I count my relationships and position here at The Good Shepherd. Your confidence in my abilities makes my duties enjoyable. I truly appreciate all the kindnesses that are shown to me so often. You all demonstrated your caring so greatly in September when Fred suddenly passed away. By hosting the memorial reception and some of you taking turns at my desk, you all rallied to support me and the kids while we transitioned into a new way of life. All the cards, calls, and hugs have helped me so much. I cannot fully express my gratitude.

2020 will be another wonderful, busy year at The Good Shepherd. I look forward to the many opportunities that are presented to me and to keeping the business side of The Good Shepherd running as smoothly as possible.

Reports of the Facilities, Finance, and Stewardship Teams

Facilities Team

Although the reference won't be as timely as this is read as while I am preparing this report, when thinking of the activities of the Facilities Team, the move, "Groundhog Day", comes to mind. Weeds grow: we see they are sprayed and cut. Things break; the facilities team sees that they are fixed or replaced. By their nature and in spite of our best efforts, these needs just go on and on. In addition to minor repairs and updates by Severo, Ray, Terry and others, several major expenditures were required during Rex's tenure:

- One of the roof-top heat and AC packages had to be replaced.
- The single door freezer in the kitchen had become unreliable and was replaced with a much more efficient one.
- The ice-making machine also failed and was replaced as it had been becoming a liability with ongoing maintenance issues.

The good news is that we got many years of good service from these items and the replacements, in every instance, are more energy efficient and environmentally friendly. Working as part of the Admin Team, your facilities team has stressed the importance of lessening the trauma of these inevitable high cost equipment replacements through having adequate funds available when the need arises. The Finance Committee has taken this suggestion to heart and adequate reserves are being built. Collectively, we all strive to be good stewards of your generous support and maintain a facility and campus that is reflective of everyones caring and is adequate to support our many missions.

The Kitchen Committee, also a part of the Facilities Team, keeps your kitchen stocked with expendables, follows up and corrects oversights in after use clean ups so that the kitchen is ready for your event. Be sure to thank Sam (Sally Ann McElwaine) and ask her if you can lend a hand.

Facilities is also involved with the Security Committee in looking at physical improvements that will enhance daily safety and security at our church.

And the annual reminder: Be gentle with our building and equipment, they aren't getting any younger. Like the proverbial turtle on the fence post, the table below did not twist itself into this condition. If something isn't working right, get help! If you see a ravel, let us know before it turns into a run. There are maintenance request forms available in the office.

For your TGSUCC Facilities Team,

Terry Linthicum

Finance Team

The Finance Team review, at least monthly, the church's balance sheet, as well as income and expenses and their tracking with the budget. Thank you to everyone who contributed to ending 2019 in the black!

With the implementation of new church financial software, changes to account classifications and reports were reviewed and made, and data transferred to the new system. Additionally, a procedure for the monthly bank reconciliation process was documented.

A financial review was held in October. We thank Dave Perry, Rich Hill, and Joan Merrill for providing this detailed examination of the church's financial accounts and processes. The review went well, with only a few

suggested changes. As a result, a pictorial inventory of every room, closet, and cabinet was taken to document the church's assets. And backup coverage of the Office Administrator's financial duties (if Amy is absent during certain times) is being addressed.

In December the 2020 budget process began.

Thanks go to the dedicated small group of people who weekly tabulate and process the Sunday offerings and other monies (concerts, dinners, classes, gift fair, Samaritan funds, Just Coffee, seminars, special offerings, etc.). In addition, the team wishes to thank Amy, the church's financial secretary, for her timely, detailed, and thorough work!

Respectfully submitted,
Nancy Bowen
Finance Team Facilitator

Stewardship Team

This Annual Report of the Stewardship Team covers the 2018-19 campaign as well as the 2019-20 campaign through January 27th, 2020.

The 2018-19 campaign pledge target set by the Admin Team was \$308,687. 161 actualized pledges for \$330,187 from over 260 members and friends of The Good Shepherd, plus \$5,000 from Women's Fellowship and \$2,000 from Men's Fellowship, were received. This represented almost a 7% increase over the 2018-19 level of pledging, with better than 98% pledge fulfillment.

The 2018-19 Stewardship Team consisted of Curt Ackley, Nancy Ackley, Clyde Clement, Hathaway Cornelius (facilitator), Pam Irvin, John Pestle, and Pastor Randy Mayer, *ex officio*, plus Sandy Lindahl, consultant. The 2018-19 stewardship theme again incorporated the year's UCC theme, "What Shall We Bring", from the Book of Micah, a Seventh Century BCE prophet of ancient Judah. An invitation to pledge was sent to over 240 members and friends in early January. Moments for Stewardship, which centered on the presenters personal motivations for giving, were made by congregants Clyde Clement, Gary Reid, and Mike Nagel. Celebration Sunday was January 20th.

The 2019-20 Stewardship Team consisted of Curt Ackley, Nancy Ackley, Clyde Clement, Hathaway Cornelius (facilitator), Pam Irvin, John Pestle, Pastor Randy Mayer, *ex officio*, and Sandy Lindahl, consultant. The 2019-20 stewardship theme again incorporated this year's UCC theme, "The Way of Jesus", from John 14:6. An invitation to pledge was sent to over 240 member and friend households in early January. Moments for Stewardship, which centered on the presenters personal motivations for supporting The Good Shepherd, were made by congregants Nancy Ackley, Jan Steven, Pam Irvin, and Rozanne Plotnik. Celebration Sunday was January 26th. As of January 27th, 116 pledges of support have been received for a total of \$294,327 toward our pledging goal of \$333,187.

I want to thank the congregation of The Good Shepherd for the generous and consistent giving through all of 2019, and for a powerful start to 2020.

Respectively submitted, Hathaway Cornelius, Facilitator, Stewardship Team

Report of the Personnel Committee

During 2018 the Church Personnel Committee completed its initial work in standardizing the church's personnel policies. This included the completion of a staff manual and a standardized job description template. The committee also worked with individual staff members to revise and update their job descriptions to bring them into line with the new format.

Beginning an initial annual personnel review was discussed with Church Council but did not begin in 2018. The proposal to start that process was approved by the current Church Council and began in November 2019.

The Evaluation Process

The Church Personnel Committee (Mary Martin, Margaret Nagle, Pastor Randy Mayer and Tom Wilsted, chair) sent out a cover letter along with a staff evaluation form to all staff members in late November (see attachments). The forms were scheduled for completion by December 1 and interviews with staff members were scheduled for December 4 and 5 with the exception of Lisa Otey and Diane Van Deurezen who were interviewed the following week. A supervisor evaluation form (see attachment) was completed for each staff member by Pastor Mayer and the Pastor's evaluation was completed by the Committee Chair and Rex Crouse, the Church Moderator.

Interviews were scheduled for one hour. Pastor Mayer and one member of the Personnel Committee met with each staff member individually and interviews generally lasted 45-60 minutes. The Church Moderator and the Committee Chair carried out the interview with Pastor Mayer.

What We Learned

Self-Evaluation Form

The self-evaluation form was a useful tool in most cases as a starting point for the personnel interviews. There were a number of missing data points on the form, however, that need to be added. These include: the person's name at the top of the form and a date line below both the staff member and the supervisor's signature.

A more important addition to the form should be a section listing the staff member's goals for the upcoming year. This section would encourage the staff member to think about changes to their job or their work within the church and to suggest changes for needed improvements. Some of these issues came up in the personnel interview but thinking about this beforehand would benefit both the staff member and the interviewers.

Recommendation 1: Add a staff name line at the top of the form, date lines below the signatures and a section on staff member goals to the self-evaluation form.

Supervisor Evaluation Form

The supervisor form provided the staff member with a snapshot of how the supervisor evaluated their work. In a number of cases, the supervisor rating was much higher than that of the employee. This came as a surprise to several staff members. The supervisor form also lacked basic data points as well as having a section of goals for the coming year. The latter would be a useful discussion point for future annual reviews.

The Interview Process

The interview process was probably the most important aspect of the evaluation process. With the supervisor and a committee member meeting with the staff member, the discussion was informal and there was good conversation in both directions. Staff were able to bring forward issues and concerns that were not part of the evaluation process and were valuable insights into church programs and operations.

Church Administrator – The recent tragedy in Amy Dillemath's family brought forward the issue of the need for an emergency backup for her position. One of the difficulties the church faces is the use of specific computer software that is probably unfamiliar to church volunteers who might need to step in. The discussion turned to discovering whether other churches in the area use comparable software to discover if The Good Shepherd can have a reciprocal agreement with a comparable church administrator/finance individual in another church who could step in for the church administrator if needed and that our church administrator could assist another church in a similar situation. Pastor Mayer indicated he would check with other area ministers to see if this is feasible

Senior Pastor – Discussion with Pastor Mayer focused on the state of the church and upcoming changes with the new food bank building. It was suggested that the church might consider carrying out a church-wide assessment in the next 18-24 months. Such an assessment would look at where the church is currently in its programs, staffing and spiritual life and where it plans to go in the future. Such an assessment could include an outside individual/s to help guide the process and would involve the entire congregation.

Christian Education – Alejandra Rosas is working well with the children and youth. However, she has little formal training in Christian Education. Pastor Mayer will investigate opportunities within the UCC and other denominations nearby that might offer short- or longer-term courses or online opportunities to expand Ms. Rosas' knowledge. An interview with the music leaders of the contemporary service raised concerns about expanding participation in worship singing by congregation youth. It was suggested that Ms. Rosas meet with Ms. Otey and Ms. Van Deurzen to find ways to encourage young people's participation.

Church Sexton – Mr. Rivas expressed a concern that the sanctuary sometimes becomes a playground for children of Food Bank clients. Such activity might result in damage to the sanctuary or become a liability issue. Pastor Mayer will discuss this with the Food Bank and perhaps the Food Bank can put a volunteer in the sanctuary to monitor and control this situation. Another issue that came up in this discussion is that Mr. Rivas' primary language is Spanish. It was suggested that his job description be made available to him in Spanish and the church may want to consider whether its evaluation forms be made available in Spanish as well.

Minister of Pastoral Care – Ms. McElfresh discussed her efforts at outreach to the congregation. One aspect of that outreach is through the Amigos groups. These congregational groups had an initial focus on both social events as well as support to group members where there was an illness or death in the family. Ms. McElfresh suggested reimagining of the Amigos groups to become groups that can provide both types of support.

Choir Director – Mr. Vanderlee discussed the possibility of adding a paid soloist to the choir. This would require an addition to the music budget to cover this expense.

Second Service Musicians – Ms. Otey and Ms. Van Deurzen expressed concern about not being able to recruit young people to sing on Sunday morning or come early for rehearsal. It was suggested that they work with Ms. Rosas to recruit more singers and think about how to encourage and retain people once they participate.

Recommendation 3: The Senior Pastor and the Church Council should follow through with the issues raised by staff during their evaluation interviews. In some cases, decisions will need to be made about additional financial resources and in others, it will require the Senior Pastor to work with the appropriate staff member.

Conclusion

There was consensus on the part of the Senior Pastor and the Personnel Committee that the evaluation process was successful and served a useful purpose. Before beginning the process we felt that our current staff was doing an excellent job of providing the church services and supporting its programs. The evaluation process reinforced this belief. No ratings were given below "meets expectations" and many ratings were in the "exceeds expectations" category.

The staff brought new issues and ideas to the meetings and those have been noted above. Finally, we came away feeling that the staff felt more appreciated by having gone through this process.

Recommendation 4: The committee recommends that the church continue the evaluation process on a regular basis. It should, however, begin earlier with self-evaluation materials being distributed in late October or early November and evaluation meetings completed before December 1 to provide information to Church Council for future budgeting purposes.

*Respectfully submitted,
The Good Shepherd UCC Personnel Committee*

Report of the Audit Committee

Report of Financial System Review - November 6, 2019

Overview

A review of the Church's accounting system (Church Windows) and accounting procedures and processes was conducted by Rich Hill, Joan Merrill and Dave Perry on October 15, 16 and 23, 2019 for the purpose of determining the adequacy of recording and reporting by the financial system and accounting procedures. The review process included discussions with Amy Dilleuth, Office Administrator and Bookkeeper, on the various processes in the financial system and accounting procedures so that the amount of detailed testing could be determined.

The results of the testing and system and procedural review are detailed in the following section of this report.

Findings and Recommendations

1. After reviewing the cash receipts procedures, we tested the bank deposit for October 15th and noted that the total amount of the checks on the Church deposit summary form did not agree with the bank deposit slip by \$75. After investigation, it was determined that the discrepancy was due to the counters not verifying the total amount of the checks on the Church deposit summary form with the total amount of the checks on the bank deposit slip. The bank deposit was correct while the Church deposit summary form was overstated by \$75. Amy has corrected the recording of the deposit in the Church's accounting system.

We recommend that deposit procedures be followed in the future to include the agreement of the total amount of checks on the bank deposit slip with the total of all checks on the Church deposit summary form to ensure accounting accuracy.

2. After reviewing the cash disbursement procedures, we tested a few disbursements and noted in one case that the request for the check did not have any invoice or receipts to substantiate the amount of the request. Also in none of the paid check backup we reviewed was the check request approved by the check signer and none of the invoices supporting the payments were stamped "paid" to evidence payment. We also noted that the check stock does not have the wording "void after 90 days" which is a common practice with business checks.

We recommend that the cash disbursement procedures be revised to include the signing (or initialing) of the check request by the check signer to evidence approval and that all invoices and receipts be stamped "paid". We also recommend that before a check is prepared the check request has invoices or receipts to support the payment and that the next time check stock is ordered the "void after 90 days" wording should be included.

3. During the review of the payroll processing procedures, we noted that increases to personnel wages did not evidence verification of the increase amount and approval by an authorized individual before entry into the payroll system.

While we are confident that the new pay rates for 2019 were accurate, we recommend this be done in the future to evidence of the accuracy and approval of increase calculations.

4. After reviewing the bank reconciliation procedures, we reviewed a few bank reconciliations and noted that there was no evidence of review by an independent person on the completed reconciliations. The reconciliation procedures state that someone should be reviewing the completed reconciliations and signing to evidence that the reconciliation was completed in compliance with the Church's reconciliation procedures.

We recommend that someone be designated as the reviewer of reconciliations and that the completed reconciliations bear the reviewing person's signature.

5. During the review of the Balance Sheet Accounts it was noted that there is no current detailed listing of fixed assets that agrees to the Balance Sheet numbers. It is our opinion that it would be too costly (if not

impossible) to find all the details to accomplish this. However, we believe there should have an inventory of fixed assets for insurance purposes.

We recommend that there be an inventory of the fixed assets of the Church for insurance purposes to determine that the insurance coverage is adequate for the various types of assets and in case of any major loss.

6. During our review we noted that Amy has no trained backup for any of the accounting activities in case she needs to be gone for an extended period.

We recommend that someone be recruited and trained to provide a backup person in case Amy needs to be away for an extended period so that accounting operations can continue in an efficient manner.

Summary

Based on our review of the financial system and accounting procedures and processes, we believe that adequate controls are in place to properly account for and report the results of the financial activities of the Church at the current time. We further believe the accounting system (Church Windows) has adequate controls and safeguards and is sufficiently easy to use to accommodate the needs of the Church well into the future. Lastly, and most importantly, we believe that Amy is doing a very effective job as the Church bookkeeper and should be commended for her work.

Report of the Church Clerk**The Good Shepherd Membership Statistics for 2019**

Each year in January, every church in the United Church of Christ is asked to send in a Membership Report. This is what The Good Shepherd Office sent to the UCC National Office in February 2020.

Membership Report

Membership reported in 2018:	295 Members
Additions in 2019:	38 by letters of transfer
Losses during the year	10 by Death 34 Other removals
2019 Total Membership	<u>289 Members</u>
Baptisms	0

Church Attendance:

Average Weekly Attendance:	185
Christian Education (Weekly)	
Children (0-17)	15
<u>Adult (18-over)</u>	<u>125</u>
Total	140

Community Engagement:	1,100 per week
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Report of the Extravagant Welcome and Inclusion Team

The Extravagant Welcome and Inclusion Team has met on a regular basis throughout the year. Our primary focus is on welcoming visitors to The Good Shepherd and trying to include them in the life of the church. We have a number of responsibilities as listed below:

Staffing the kiosk. We recruit people to staff our important kiosk on Sunday mornings to greet visitors for both services. First-time guests are invited to register for the church newsletter and are issued a disposable nametag. The kiosk assumes a prominent role in the narthex and serves as a welcome station for all, "no matter who they are or where they are on life's journey." Established congregants are also able to order a permanent nametag at the kiosk and those who have lost their original nametags can also order a replacement. The people who volunteer for this important service, month after month, are really dedicated and deserve a big thank you from all of us, as does Kay Kennard who has organized the roster. If you are interested in joining this active and friendly group of volunteers, please call Kay Kennard at (520)393-6697.

Circle of Friends. Circle of Friends, under the direction of Carrie Scheufler, organized potlucks on a monthly basis from October through March. Typically the monthly dinners are held on the same night at several different houses and everyone provides part of the meal. Through regular announcements before worship and signup sheets on the bulletin board, people are given the chance to participate in this enjoyable activity. It is a great way to meet members away from the church in a relaxed setting in private homes. Mary Ferland and Flo Mayer will be the new organizers of Circle of Friends.

Amigos. Every member of the church family is included in neighborhood clusters known as Amigos. Currently there are 7 groups. Each group has a facilitator/leader who organizes a variety of activities such as potlucks, Gaslight Theater outings, picnics, dinners at a local restaurant and more. The groups are autonomous but they share the same goal of giving the church family members a way to build stronger relationships with one another outside the church walls. Each Amigos group is encouraged to provide the "goodies" for coffee hour once a year. If you are not a member of an Amigos group and have not been contacted by a group leader, please call Joan Merrill at (520)625-8305. Joan has worked very hard to bring the membership lists up-to-date for each Amigos group and has found leaders for those groups who have not had them. (Still missing a leader for the Sahuarita Amigos...call Joan if you would be willing to accept this position.)

New Members. We worked closely with Randy this year to schedule quarterly Inquirers' Classes for those interested in learning more about The Good Shepherd, followed by a subsequent intake of new members. At this meeting we circulated information forms giving us background information, followed by a phone call to complete our information, which was used to allow the congregation to learn more about our new members during the service, in an eblast, and in the newsletter. Photographs were taken and posted on a wall near the kiosk. 38 new members were taken in this last year.

Directory Information. Under the direction of Liz Wright and Kay Kennard, a new Church Pictorial Directory was completed and distributed. It included all updated addresses, phone numbers, and email addresses. This was an enormous task. Liz and Kay deserve a special thank you from all of us. While these are the specific responsibilities of our Extravagant Welcoming and Inclusion Team, we recognize that it is up to every one of us to welcome newcomers to our congregation and we appreciate everything that you all do to help us in this regard...thank you!

Respectfully submitted,

Linda Wiebe, Chairperson

Report of the Intentional Care Team and Stephen Ministry

The Care Team

The Care Team's main function has been to send cards, make phone calls, arrange short term delivery of meals, or to visit members and friends of the Good Shepherd UCC Church who might need some extra care and support in stressful situations, such as the loss of a loved one or having serious health issues. We have between 10 and 20 people that we reach out to each month.

This past year we have also arranged for the altar flowers at Easter and Christmas to be delivered to families who have experienced difficulties during the prior year.

Our meetings are held on the second Tuesday of each month and we welcome any who would like to join us if they would like to share their "gift of caring" with others.

As always, special thanks go out to Kay Novak who makes all the beautiful cards that we send out each month.

Members of the 2020 care team include: Pres Johnson, Leslie DeGrassi, Melinda Louise, Kate Shannon, Myrna Simon, Nikki Harrison, Flo Mayer, Jan Carrie Steven, Bette Mulley, Hathaway Cornelius, Linda Himbury, Rebecca McElfresh and Randy Mayer.

-Linda Redfield

Stephen Ministry

In 2019, Stephen Leaders conducted another Stephen Ministry training session and we commissioned 5 new Stephen Ministers. Since 2012, we have trained over 30 Stephen Ministers in our congregation with 10 who are still active in our Stephen Ministry program.

Through Stephen Ministry training, our Stephen Ministers learn to be an active, listening, caring presence during a time when a person may be experiencing a major health issue, a significant loss or just facing one of the many life challenges where they might benefit from having caring support from another.

-Linda Redfield

Report of the Mission, Service and Justice Team (including special Mission Groups)

Elected Team Members:

Jim Armstrong, Carol Christ, Ellen Cox, Mitzi Elits, Marjorie Holmstrom, Steve Little, Mike Nagle

Additional Team Members:

Rick and Pam Irvin (*Café Justo*), Bonnie Sondrol (*Alternative Gift Fair*), AND all so many of you who are involved in Good Shepherd's numerous justice service and mission projects – such as: Sunday Adult Forums, Santa Cruz Valley Border Issues Conference and Fair, Progressive Theology weekend, Samaritans, Sahuarita Food Bank & Resource Center, TIHAN, Probigua Language School, Keeping Tucson Together, Community Garden, and much, much more. (**Elsewhere see reports for details about these projects/programs.)

MANY, MANY THANKS TO EACH AND EVERYONE INVOLVED IN OUR CHURCH'S MISSION, SERVICE AND JUSTICE WORK. And, MANY, MANY THANKS TO RANDY AND REBECCA FOR THEIR SUSTAINING LEADERSHIP AND PREACHING, WHICH CONTINUES TO GUIDE AND CHALLENGE US in "JUSTICE/FAITH"

Projects/Programs Organized by the MSJ Team:

- FORUM SPEAKERS 1) Last December 15th the Development Director, Travis Craddock of Southern Arizona Aids Foundation (SAAF) was scheduled to present stories and information about Tucson LGBTQ youth (Lesbian, Gay, Bi, Transgender and Queer) and their Thornhill-Lopez Center on 4th. Due to illness he couldn't attend. The program will be rescheduled. 2) On April 19th, Gayle Hartmann, President of 'Save the Scenic Santa Ritas' is scheduled to present on environmental issues related to the mountains which are our neighbors.
- FRIDAY NIGHT Environmental/Climate Change Pizza and Movie Nites. Every *fourth Friday in January, February, and March* of 2019 and now in 2020, at 5:30 - pizza and a movie is shared by 30-40 people. Last year the first film was "A Fierce Green Fire" and this past Friday, January 31 we viewed "Paris to Pittsburgh" a film about what's happening in the US since the US withdrew from the Paris climate accord. The film is available from Interfaith Power and Light. We have two more films to come this year – which may explore new Justice topics. JOIN US!!
- EARTH DAY WORSHIP was held last year on April 28th inspired by an letter from Chief Seattle to the 'white man', and a Lead by Example panel of church members. The adult forum was on "Our Carbon Footprints". This year EARTH DAY worship will be April 19th- one service at 10 am.
- 2019 ALTERNATIVE GIVING FAIR –Uncommon Giving for the Common Good was held 3 Sundays, mid-November to mid-December, after both worship services. Nearly \$10,000 in alternative gifts were made in total to these six groups: *Thornhill-Lopez Center for LGBT Youth, Blankets&Borders, Manos Amigas Shelter, Probigua Scholarships, Florence Immigration (Legal) Project, HIV & Holmstrom School.*
- MISSION OFFERINGS -*One Great Hour of Sharing, Strengthen the Church, Neighbors in Need and The Christmas Fund* are strongly supported annually; involving us in supporting mission and service in the UCC Southwest Conference and national UCC ministries.
- Café Justo continues our support of coffee growers in Mexico with the purchase and sales of their Fair Trade coffee. We are working on a visit to their fields and production facilities during 2020 – probably in the fall.

May the mercy and justice which is of God, surround everyone, always – Mitzi, Chairperson

Special Group Reports

Sahuarita Food Bank & Community Resource Center Report to The Good Shepherd Community

This has been the most exciting and challenging year in the Sahuarita Food Bank & Community Resource Center's decade of history. We continue to appreciate the support of the Good Shepherd which continues despite our independent status. Highlights of the last year include the following:

- Carlos Valles, our first fulltime executive director has been with us for a year and has done an excellent job empowering volunteers and bringing needed structure to the operations of our growing organization and new programs to our clients.
- All together our food programs provided 930,000 pounds of food, equal to 15,000 meals a week.
- We implemented a new Commodity Senior Food Program serving nearly 100 seniors sixty and over. This supplements food they receive from our regular food distributions.
- Weekend nutrition BackPacks for children in eight area schools increased from 346 to 471.
- We support two school pantries—at the Mission School in the San Xavier District of the Tohono O'odham Nation and the Summit View Elementary School
- The number of volunteers has increased from 150 to more than 200, providing 22,000 hours of work to the SFB-CRC, the equivalent of 11 fulltime workers.
- Community Resource Center programs have continued to grow and have included dental screening, conscious discipline, Stay & Play, Make Way for Books, our own Story Time at the SFB, free volunteer tax preparation, workshop on scholarships for women in transition, four census information programs, and home visitation for parents with at-risk children. Most programs are in partnership with agencies throughout Southern Arizona.

Capital Campaign and the Building: With a Campaign Committee of community members and a helpful campaign consultant, pledges and donations are at nearly 70% of the \$2.2 million goal. We still need to raise at least another \$700,000. Architects Poster Mirto McDonald and our general contractor MW Morrissey are refining designs which will be submitted for Town of Sahuarita approval in the spring. We plan to start construction by July 2020 and complete the building by mid-2021.

We are deeply involved in identifying and developing workforce development programming, as well as health/nutrition and family support programs to flesh out the capacity of the Community Resource Center. Not only will we be a hub for food for the hungry, but also for programs and coaching to assist those on their journeys to economic security.

Better Together (formerly known as the Sustainable Families Coalition) is the SFB-CRC guided community collaborative working to make this a community that works for all our residents. It has voted to incorporate as an Arizona non-profit corporation and has established a board of directors. The collaboration is strong, with four working groups focusing on workforce development, enhancing resources for school children in crisis, human services collaboration, workforce housing, and a fifth working group on measurement in the early stages. A highlight has been a youth engagement process called "Let's Talk Shift" that, in collaboration with SUS, Continental, and Great Expectations, is involving 6th-12th grade students in identifying and addressing troubling issues. A student conference, designed by the students and focusing on managing stress, depression, suicidal thoughts, and parental expectations, will occur in March.

Our volunteers and staff have made all this happen! Once again, thanks to our board: Curt Keim, Jackie Smith, Nancy Ackley, Nathan Hall, Ann Striker, Leslie DeGrassi, and Pastor Randy for your dedication this year!

Penny Pestle-- Board Chair

Samaritans

This past year has seen significant changes on the border, with masses of asylum seekers—many in families—joining the regular flow of migrant crossers, and the resulting policy to return asylum seekers to “wait” in Mexico for their hearings. As a consequence of these changes, we have been expanding our understanding of our mission to prevent deaths in the desert. The Good Shepherd hosts Green Valley/Sahuarita Samaritans (SAMS). Over 350, including many Good Shepherd folks, are on a contact list. Many live in other parts of the country part of the year. All receive information to keep them up-to-date and enable them to tell the story about border issues wherever they live. Every other Monday 25-70 or more, depending on the time of year, meet to hear reports of recent activities, including:

Searches: Teams of 3-4 people go out three or four times each week, driving the back roads of Pima and Santa Cruz counties, prepared to offer water, food, clothing or first aid to migrants in trouble. They also take the opportunity to talk with Border Patrol agents. Teams are usually out 5-7 hours. In 2019, searches probably represented over 3500 person-hours.

Water Drops: Dehydration is the number one killer. Teams go out every week to place water in locations where migrants are known to pass. In the winter, when hypothermia is a danger, they also leave blankets. A typical winter water drop may be 20 gallons, in the spring and fall it may be their whole 66 gallon load.

El Comedor: Shura Wallin coordinates the schedule for 6-8 Samaritans to go to the Comedor, a Jesuit-run food and aid station in Nogales, Sonora, every Tuesday morning. They assist with preparing and serving meals. In 2019 there was a significant increase in the daily numbers, due to the number of asylum seekers and their children, waiting for an opportunity to make their credible fear claim or waiting for their asylum hearing. Often as many as 300 are served.

Operation Streamline: We have a regular presence at the Federal Court in Tucson, once a week in the summer and twice a week in the winter, to observe and document the “fast track” proceedings. As many as 75 migrants, mostly from Mexico and Central America, go before the judge, shackled and in groups, generally to plead guilty. They received sentences up to 180 days, in mostly private prisons.

Communication Group: Following the regular meeting, this group gathers to provide additional information for new folks. They also discuss strategies for getting the migrant story out and identify issues that can be addressed by letters to the editor or opinion pieces in local papers. They provide updates for the SAMS website, www.gvs-samaritans.org. “SAMS in a Box” provide resource materials to use when making presentations about what Samaritans do, and why.

SAMS hosted the 15th Annual Santa Cruz Valley Border Issues Fair, January 19, 2019. Speakers were Ray A. Ybarra Maldonado, recently named Top Latino Lawyer by Latino Leaders Magazine; Sheriff Tony Estrada, lifelong borderlands resident and 50-year law enforcement officer; and the Rev. Rodger Babnew, an Episcopal priest and leader of Cruzando Frontera that is leading the process for assisting asylum seekers who are arriving in Ambos, Nogales.

SAMS provided lunch May 30 for participants in the 75-mile Migrant Trail Walk, held annually to commemorate those who have died crossing the desert.

The heightened attention to the changing situation on the border resulted in a significant increase in donations to Samaritans’ work, from individuals and churches across the country. Consequently, our General Fund is almost double what it was on Dec. 31, 2018, and this is after purchasing a new (used) Odyssey van (\$20,000) to support our work at El Comedor, and spending \$21,735 on asylum-related support, roughly \$10,000 in support of shelters in Tucson and Nogales, Sonora, roughly \$13,000 on LifeStraws, and \$3000 in support of Scott Warren’s legal expenses. As we expand the interpretation of our mission we intend to expend our donated funds thoughtfully, responsibly, and as quickly as we can.

Submitted by Sandra Rooney

Community Garden

The Garden has chugged along for another spring season last year with small amounts of lettuces for the Food Bank and some fruit produced, mostly on the peach tree. Trees were fertilized twice last year and we included the kumquat trees on the patio. To be productive, citrus needs a lot of water and ideally appropriate fertilizer three times per year. The trees and garden are using mainly water harvesting water from the giant containers on the west side of the building, at least until they go dry before the monsoons or if there are not monsoon rains.

Mike shored up the fruit trees on the hill with bricks and a bit more soil and compost with the goal of using water more effectively, so that it doesn't run off.

We are now spending the months of April and October in Portland Oregon to be with the grandchildren. Our goal for the garden for the future is to maintain the fruit trees for the Food Bank and phase out the garden.

*Respectfully submitted,
Lois and Mike Rose*

The Good Shepherd UCC

2020-21 Slate of Nominees – TENTATIVE (2/12/20)

(elected positions only plus By-Laws indicated number of members)

Teams and Committees	Position/Member	Term Expires
<u>Administrative Team/Church Council</u> <ul style="list-style-type: none"> Administration of Church. 	Moderator: TBD Mod Elect.: Irene Little Treasurer: Rick Irvin Secretary: Margaret Nagle	2021 2022 2022 2022
<u>Extravagant Welcome and Inclusion Team (6)</u> <ul style="list-style-type: none"> Attracts new friends and members through marketing, coordinates the welcome process for visitors, coordinates the new member process and opportunities for integration into congregational activities; integrates new and current members by matching gifts and talents with activities, programs and missions of the church. 	June Newton Joan Merrill Linda Wiebe Jerry Wiebe Jill Pawlowski Vicki Coleman Flo Mayer Sydney Chayes	2021 2021 2021 2021 2022 2022 2022 2022
<u>Mission, Service and Justice Team (6+)</u> <ul style="list-style-type: none"> Guides, coordinates, assists members and groups to evaluate and strengthen our existing mission endeavors; develop mission programs to enhance our impact and visibility in the community; educate congregation, friends and visitors about our current and new mission, service and justice programs; connect closely with the UCC Mission opportunities. 	Steve Little Carol Christ Mike Nagle Ellen Cox Jim Armstrong Mitzi Eilts	2021 2021 2021 2022 2022 2022
<u>Pastoral Relations Committee (3)</u> <ul style="list-style-type: none"> Supports and maintains an open, healthy relationship with Senior Pastor, Associate Pastor and members; provides consultation and advice to aid Pastors in performance of their duties. 	Linda Redfield Steve Jacobsen Susan Hill	2021 2022 2022

<u>Finance Team (6+, including church officers)</u> <ul style="list-style-type: none"> Oversees development and monitoring of budgets, bank accounts, major contracts, investment activities, accounting practices, audit programs, insurance, fiscal policies; sends preliminary budget to Administrative Team in November and presents final draft in December. 	<div> <div>Dave Perry</div> <div>2021</div> </div> <div> <div>Nancy Bowen</div> <div>2023</div> </div> <div> <div>Richard Himbury</div> <div>2023</div> </div> <div> <div>TBD (Moderator)</div> <div></div> </div> <div> <div>Irene Little (Moderator-Elect)</div> <div></div> </div> <div> <div>Rick Irvin (Treasurer)</div> <div></div> </div>
<u>Facilities Team (6+)</u> <ul style="list-style-type: none"> Provides maintenance, care and repair of lands, buildings, <ul style="list-style-type: none"> contents and personal property of Church 	<div> <div>Ray Hebert</div> <div>2021</div> </div> <div> <div>Sam McElwaine</div> <div>2022</div> </div> <div> <div>Dick Mayer</div> <div>2023</div> </div> <div> <div>Jim Armstrong</div> <div>2023</div> </div> <div> <div>Ron Simon</div> <div>2023</div> </div> <div> <div>Kurt Keim</div> <div>2023</div> </div> <div> <div>John Essame</div> <div>2023</div> </div>
<u>Stewardship Team (6+)</u> <ul style="list-style-type: none"> Oversees annual stewardship campaign; obtains pledges and funds for fiscal year; oversees year-round stewardship program 	<div> <div>Nancy Ackley</div> <div>2021</div> </div> <div> <div>John Pestle</div> <div>2023</div> </div> <div> <div>Curt Ackley</div> <div>2023</div> </div> <div> <div>Hathaway Cornelius</div> <div>2022</div> </div> <div> <div>Clyde Clement</div> <div>2021</div> </div> <div> <div>Pam Irvin</div> <div>2021</div> </div> <div> <div>Sandy Lindahl (advisory)</div> <div></div> </div>
<u>Nominating Committee (6)</u> <ul style="list-style-type: none"> In consultation with Senior Pastor and Administrative Team, annually put forth a slate of officers, committee members for election at the Good Shepherd annual meeting. 	<div> <div>Sara Busey</div> <div>2021</div> </div> <div> <div>Bonnie Sondrol</div> <div>2021</div> </div> <div> <div>Hathaway Cornelius</div> <div>2022</div> </div> <div> <div>Mary Ferland</div> <div>2022</div> </div> <div> <div>Connie Aglione</div> <div>2023</div> </div> <div> <div>Judy Holcomb</div> <div>2023</div> </div>

Report of the Women's Fellowship

The Women's Fellowship welcomes all members and friends of The Good Shepherd Church.

OUR PURPOSE: To unite in fellowship; to support the mission of The Good Shepherd, its members, friends, the community and the wider world.

2019 COORDINATING COMMITTEE MEMBERS: Mary Chapman, Nancy Bowen, Nikki Harrison, Judy Bischoff, Marilyn Regnier, Julie Essame, Mary Ferland, chair.

TASK FORCE CHAIRS: Project Linus Quilt Group: Helen Clarkson; Estate Sale Coordinator: Julie Essame.

2019 PROGRAMS AND ACTIVITIES:

March	assisted with men's Patio Sale
April	Farewell Luncheon
November	Welcome Back Luncheon
December	visit to St. Andrew's Children's Clinic

of Estate Sales 2019: 11 2018: 10

2019 NET INCOME: \$6936.00

2019 DISBURSEMENTS for mission projects:

The Good Shepherd operating budget	\$5000
Youth camp/mission	\$ 500
Sahuarita Food Bank	\$4000
Sahuarita Food Bank Backpacks	\$4000
St. Andrew's Children's Clinic	\$2000
Hands of a Friend	\$1500
Posada Life (Casa Community)	\$1500
Valley Assistance Services	\$1500
Total:	\$20000

Respectfully submitted,
Mary Ferland, chair

Report of the Men's Fellowship

No report was provided.

Boy Scout Troop 301

JANUARY

- 5th. Christmas Tree Roundup. Fundraiser.
- 8th. Patrol Leaders Conference, Board of Review, Committee Meeting.
- 15th. Troop Meeting. Snow sports merit badge.
- 19th. Green Valley Business Expo and Taste of the Valley. Fundraiser.
- 22nd. Troop Meeting. Snow sports merit badge.
- 26th. Spaghetti Dinner. Fundraiser.
- 39th. Troop Meeting. Snow sports merit badge.

FEBRUARY

- 5th. Patrol Leaders Conference, Board of Review, Committee Meeting.
- 9th. Pack 357 Arrow of Light crossover.
- 10th. Scout Sunday. Community Service hours.
- 12th. Troop meeting. Knot day.
- 16th. Tenderfoot Fitness day.
- 19th. Troop meeting. First Aid.
- 21-24th. Sunrise Ski Resort. Skiing merit badge trip.
- 26th. Troop meeting. Troop Elections.

MARCH

- 5th. Patrol Leaders Conference, Board of Review, Troop Elections.
- 10-13th. Spring break, Ropes/Zipline adventure course and day trip to the Grand Canyon.
- 19th. Troop Meeting. Troop Elections.
- 23rd. Tenderfoot Fitness/ Raise and lower flag.
- 23rd. Aviation merit badge.
- 26th. Spring Court of Honor.
- 29-30th. Fiesta Sahuarita, build rope bridge. Fundraiser.

APRIL

- 2nd. Patrol Leaders Conference, Board of Review, Committee Meeting.
- 9th. Troop Meeting. Life Saving and Swimming merit badge. Flag raising requirements. Committee meeting.

- 13th. Swimming and Life Saving merit badge, Swim test, Mile swim.
- 16th. Troop Meeting. Orienteering merit badge requirements.
- 20th. Josephine Saddle hike.
- 23rd. Troop Meeting. Personal Management merit badge/Lashings.
- 30th. Troop Meeting. Personal Management merit badge. Tenderfoot requirements.

MAY

- 3-5th. Pack 357 Advancement camp. Catalina state park. Community Service.
- 7th. Patrol Leaders Conference, Board of Review, Committee Meeting.
- 14th. Troop Meeting. First Aid merit badge.
- 18th. Jack Warren Eagle project. Community Service.
- 21st. Troop Meeting. Summer Camp preparation.
- 25th. Ambrose Welsh Eagle project. Community Service.
- 27th. Memorial Day Avenue of Flags. Community Service.
- 27th. Carry the Load Flag Detail. Community Service.
- 28th. Troop Meeting. Summer Camp preparation.

JUNE

- 5th. Patrol Leaders Conference, Board of Review. Programming and Robotics merit badge.
- 9-15th. Lawton Summer Camp.
- 25th. Summer Court of Honor.

JULY

- 3rd. Patrol Leaders Conference.
- 9th. Troop Meeting. Extraordinary Board of Review.
- 13th. Road Clean up. Community Service.
- 16th. Troop Meeting.
- 23rd. Troop Meeting. Water Safety and Canoe Merit Badge.
- 30th. Troop Meeting. Water Safety and Canoe Merit Badge.

SEPTEMBER

- 3rd. Patrol Leaders Conference, Board of Review, Committee Meeting
- 10th. Troop Meeting. First Class requirement 9a.
- 12th. Ambrose Welsh Eagle Board of Review.
- 17th. Troop Meeting. Troop Elections.
- 24th. Fall Court of Honor.
- 28th. Troop 301 15th Anniversary.

OCTOBER

- 1st. Patrol Leaders Conference, Board of Review, Committee Meeting.
- 8th. Troop Meeting. CPR Class.
- 11th. Green Valley Fire Department Pancake Breakfast. Community Service.
- 15th. Troop Meeting. CPR Class.
- 19nd. Jackson Powell's Eagle Court of Honor.
- 22nd. Troop Meeting. White Elephant Parade Preparation.
- 26th. White Elephant Parade. Community Service
- 30th. Troop Meeting. Halloween dress-up.

NOVEMBER

- 5th. Patrol Leaders Conference, Board of Review, Committee Meeting.
- 12th. Troop Meeting. Knots and Bridge practice.
- 15th. Xmas Wreath Sale, money due.
- 19th. Troop Meeting. Totin Chip and Tools day.

DECEMBER

- 3rd. Patrol Leaders Conference, Board of Review, Committee Meeting.
- 4th. Xmas Wreath pick up.
- 7-8th. Ben Rademacher Eagle Project. Community Service.
- 10th. Winter Court of Honor. Christmas gift exchange. Food Bank donations

Report of the Treasurer

2019 was another successful year for The Good Shepherd United Church of Christ.

Income

The Good Shepherd operating income for 2019 was \$429,567. This was an increase of \$44,636 from 2018. This is 107% of the projected budget income. Please refer to the financial reports following. Thank you to everyone who contributed to The Good Shepherd throughout the year.

As the The Good Shepherd United Church of Christ has always done, in 2019, 10% of our previous year's budgeted operating income was pledged to Our Church's Wider Mission (OCWM). We fulfilled our pledge of \$36,000 to OCWM of which 75% stays in the Southwest Conference, and 25% goes on to the national setting of the United Church of Christ.

Expenses

Our total operating expenses were lower than projected. And, with our income being higher than projected, we were able to end the year in the black (money in the bank!).

The many and various ministries supported by The Good Shepherd would not be possible without the continued financial support of our very generous congregation. Your financial contributions, along with your generous gifts of your time and talents, are what continue to make this church a beacon of Christianity in our community, our country, and throughout the world.

Respectfully submitted,

Sam Dyer, Treasurer

The Good Shepherd United Church of Christ - Sahuarita AZ
Detailed Fund Activity Report as of 12/31/2019

Tuesday, February 11, 2020

Account # Account Name YTD Activity

3.200.000 Pass Through Balance

Beginning Fund Balance 0.00

Income

4.200.000 PASS THROUGH INCOME

4.200.001	One Great Hour of Sharing	4,866.00
4.200.002	Strengthen the Church	1,235.00
4.200.003	Neighbors in Need	1,805.00
4.200.004	Christmas Fund - UCC	1,843.00
4.200.005	Disaster Relief	0.00
4.200.006	Alternative Gift Fair	9,917.50
4.200.007	Spanish Classes	1,350.00
4.200.008	Probigua Scholarship fund	7,600.00
4.200.009	Special Purchases	0.00
4.200.010	Micro Loans	790.00
4.200.015	Sahuarita Food Bank	28,975.00
4.200.020	Other	2,417.00

Total PASS THROUGH INCOME 60,798.50

Total Income \$60,798.50

Expenses

5.200.000 PASS THROUGH EXPENSE

5.200.001	One Great Hour of Sharing - OGHIS	4,866.00
5.200.002	Strengthen the Church - STC	1,235.00
5.200.003	Neighbors in Need - NIN	1,805.00
5.200.004	Christmas Fund of the UCC	1,843.00
5.200.005	Disaster Relief exp	0.00
5.200.006	Alternative Gift Fair donations	9,917.50
5.200.007	Spanish Class Administration	1,350.00
5.200.008	Probigua Scholarship Distribution	7,600.00
5.200.009	Special Expenses	0.00
5.200.010	Micro Loan Distribution	790.00
5.200.015	Sahuarita Food Bank Distribution	28,975.00
5.200.020	Other Pass Through Expense	2,417.00

Total PASS THROUGH EXPENSE 60,798.50

Total Expenses \$60,798.50

Ending Fund Balance 80.00

3.400.000 Women's Fellowship Balance

Beginning Fund Balance \$ 4,713.00

4.400.000 WOMEN'S FELLOWSHIP INCOME \$ 66,443.00

5.400.000 WOMEN'S FELLOWSHIP EXPENSE \$ 60,047.00

Ending Fund Balance \$ 11,109.00

3.500.000 Men's Fellowship Balance

Beginning Fund Balance \$ 6,268.00

4.500.000 MEN'S FELLOWSHIP INCOME \$ 8,921.00

5.500.000 MEN'S FELLOWSHIP EXPENSE \$ 7,933.00

Ending Fund Balance \$ 7,256.00

The Good Shepherd United Church of Christ - Presentation Budget Report

Account #	Account Name	2019 Actual	2019 Budget	2020 Budget
4.100.000	OPERATING INCOME			
4.100.001	Pledge	300,716	303,795	317,707
4.100.002	Prepaid Pledge	27,512	27,512	0
4.100.003	Contribution	47,602	50,000	50,000
4.100.004	Loose Plate	14,155	10,000	11,000
4.100.005	Pledge - Women's Fellowship	5,000	5,000	5,000
4.100.006	Pledge - Men's Fellowship	2,000	0	0
	<i>Total OPERATING INCOME</i>	<i>396,985</i>	<i>396,307</i>	<i>383,707</i>
	<i>Total OPERATING GIFTS</i>	<i>13,008</i>	<i>11,000</i>	<i>13,000</i>
	<i>Total PROGRAM GIFTS</i>	<i>13,157</i>	<i>1,500</i>	<i>1,500</i>
	<i>Total OTHER INCOME</i>	<i>4,236</i>	<i>0</i>	<i>2,500</i>
	TOTAL INCOME	427,389	408,807	400,707
5.100.000	OVERALL MISSION - UCC			
5.100.001	Our Church's Wider Mission - OCWM	36,000	36,000	37,500
5.100.002	SWC Per Capita	3,000	3,000	2,890
5.100.003	SWC Per Capita - Travel	300	300	289
5.100.005	Minister's Discretionary Expense	4,277	3,500	3,600
5.100.010	Community Discretionary Expense	0	250	250
5.100.015	Interfaith Council	0	500	500
5.100.020	TIHAN	500	500	500
	<i>Total OVERALL MISSION - UCC</i>	<i>44,077</i>	<i>44,050</i>	<i>45,529</i>
5.110.000	SENIOR PASTOR			
5.110.011	Senior Pastor Salary	35,569	35,686	36,400
5.110.012	Sr. Pastor Housing Allowance	34,020	34,104	34,786
5.110.013	Sr. Pastor SS Offset	5,339	5,353	5,460
5.110.014	Sr. Pastor Pension	9,579	9,500	9,690
5.110.015	Sr. Pastor Medical Insurance	26,628	26,561	27,358
5.110.016	Sr. Pastor Dental Insurance	1,122	1,125	1,160
5.110.017	Sr. Pastor 403/Annuity/Life Ins	3,729	4,310	4,310
5.110.018	Sr. Pastor Auto Expense	4,408	4,700	4,700
5.110.019	Sr. Pastor Continuing Education	1,890	2,000	2,000
5.110.020	Sr. Pastor Sabbatical Reserve	3,000	3,000	3,000
	<i>Total SENIOR PASTOR</i>	<i>125,284</i>	<i>126,339</i>	<i>128,864</i>
5.110.040	ASSOCIATE MINISTER			
5.110.042	Minister of Pastoral Care - Rebecca McElfresh	11,202	18,000	3,200
5.110.043	Minister of Pastoral Care Salary			7,800
5.110.044	Minister of Pastoral Care Housing			8,334
5.110.045	Minister of Pastoral Care Continuing Education			834
5.110.046	Minister of Pastoral Care Social Security Offset			1,235
5.110.047	Minister of Pastoral Care Auto Expense			1,332
	<i>Total ASSOCIATE MINISTER</i>	<i>11,202</i>	<i>18,000</i>	<i>22,735</i>
5.110.050	MUSIC PROGRAM			
5.110.051	Music Director	16,592	16,646	16,000
5.110.052	Pianist - Kay Jean Moore	12,901	14,708	14,000
5.110.054	Soloist(s)	2,737	3,800	5,800
5.110.055	Taize Cantor	200	600	600
5.110.056	Band - Owl's Nest Prod.	14,163	15,497	14,700
5.110.057	Band - Pablo Peregrina	3,229	2,980	3,500
5.110.058	Guest Soloist	0	0	0
5.110.059	Substitute Pianist	300	150	300
	<i>Total MUSIC PROGRAM</i>	<i>50,122</i>	<i>54,381</i>	<i>54,900</i>
5.110.060	OTHER PERSONNEL			
5.110.061	Director of Faith Formation	12,525	12,000	13,500
5.110.062	Office Administrator/Financial Sec'y	22,341	22,285	18,240
5.110.063	Education/Medical Expense	2,444	2,444	6,984
5.110.064	Custodian	11,094	12,262	17,000
5.110.065	Nursery Care	474	1,500	2,000

The Good Shepherd United Church of Christ - Presentation Budget Report

Account #	Account Name	2019 Actual	2019 Budget	2020 Budget
5.110.066	Worship Assistant/Support	1,110	1,500	1,500
5.110.090	WORKERS' COMPENSATION	2,858	2,999	3,500
5.110.091	PAYROLL EXPENSES - EMPLOYER	7,085	8,000	8,000
	<i>Total OTHER PERSONNEL</i>	<i>59,931</i>	<i>62,990</i>	<i>70,724</i>
5.120.000	ADMINISTRATIVE EXPENSE			
5.120.101	Bank Charges	2,239	1,600	2,000
5.120.102	Vanco Charges	1,262	2,400	1,500
5.120.103	Office Supplies	3,787	2,500	2,500
5.120.104	Alarm - Advanced Protection	434	435	435
5.120.105	Copier (copies and supplies)	1,289	1,565	1,600
5.120.106	Office Machine Repair	0	100	100
5.120.107	Dues and Subscriptions	449	350	500
5.120.108	Postage	1,475	2,000	1,000
5.120.109	Telephone and Internet	3,831	3,500	4,800
5.120.110	Computer Software/Hardware	1,795	2,000	2,000
5.120.130	Advertising expense	3,057	2,800	3,300
5.120.140	Security Expense	2,198	1,500	2,000
5.120.150	Auto Insurance	0	0	1,140
5.120.202	Rubbish Collection	2,126	1,300	1,860
5.120.203	Southwest Gas	1,555	1,400	2,000
5.120.204	Electric - TRICO	3,278	4,300	3,700
5.120.205	Water	3,108	2,100	2,900
5.120.210	Supplies (cleaning, etc)	2,870	2,000	3,000
5.120.211	Kitchen Supplies	1,536	1,850	1,850
5.120.215	Repairs and Maintenance	5,166	4,000	4,000
5.120.220	Landscaping/Grounds	1,757	5,600	5,000
5.120.225	Pest Control	866	940	900
5.120.230	Building/Liability Insurance	8,576	8,576	9,434
5.120.240	Long Term Maintenance Reserve	3,000	3,000	3,000
	<i>Total ADMINISTRATIVE EXPENSE</i>	<i>55,654</i>	<i>55,816</i>	<i>60,519</i>
5.150.000	PROGRAM			
5.151.001	Mission Outreach	2,945	500	500
5.152.001	Stewardship Expense	200	1,000	800
5.153.000	Promotional	985	500	200
5.153.005	Sowing Seeds Expense	249	0	300
5.154.001	Stephen Min/Care Team Expense	419	250	200
5.155.000	Faith Formation	2,124	3,900	2,000
5.155.015	Retreat Expense.	9,065	0	2,000
5.156.000	Ext. Welcome & Inclusion Team	629	800	800
5.157.000	Music Dept.	3,120	4,380	4,500
5.158.000	Open & Affirming	0	150	100
5.159.000	Worship	4,104	2,350	4,500
5.160.001	Youth Group Expense	2,572	3,900	2,000
	<i>Total PROGRAM</i>	<i>26,412</i>	<i>17,730</i>	<i>17,900</i>
5.170.000	DEBT SERVICE			
5.170.001	Building Mortgage Interest	9,468		9,500
5.170.002	Building Mortgage Principal	5,973		6,130
5.170.005	Clarkson Land Payment	2,049		4,000
	<i>Total DEBT SERVICE</i>	<i>17,490</i>	<i>19,630</i>	<i>19,630</i>
5.180.000	MISCELLANEOUS			
5.180.001	Conference Delegates	1,678	850	1,000
5.180.002	Special Church Events	647	500	1,000
5.180.003	Admin Team Discretionary Fund	0	1,000	1,000
5.180.004	Staff Appreciation	625	1,500	1,500
	<i>Total MISCELLANEOUS</i>	<i>2,950</i>	<i>3,850</i>	<i>4,500</i>
	TOTAL EXPENSES	393,122	402,786	425,301
	DIFFERENCE	34,267	6,021	-24,594

The Good Shepherd United Church of Christ - Sahuarita AZ
Balance Sheet as of December 31, 2019

Tuesday, February 11, 2020

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Account #	Account Name	YTD Balance
1.100.000	Current Assets	
1.100.001	Wells Fargo Checking	90,592
1.200.000	Wells Fargo Savings	53,995
1.300.000	Wells Fargo Capital Campaign Funds	27,962
1.400.000	Schwab Stock Account	88,059
1.500.000	Schwab Original Building Fund	5,509
1.600.000	Vanguard	104
1.700.000	Cornerstone Fund - CD	8,836
1.800.000	UC Funds Investment - Fac. Endowment	16,014
	Total Current Assets	\$291,074
1.900.000	Long Term Assets	
1.900.100	La Canada Land	215,000
1.900.115	Lot 53	37,500
1.900.116	Lot 54	40,000
1.900.200	Buildings	2,233,745
1.900.400	Columbarium	30,283
1.900.500	Equipment, Fixtures, Furniture	98,049
1.900.600	Vehicles	26,033
1.900.610	Samaritan Van	20,000
	Total Long Term Assets	\$2,700,610
	Long Term Assets Subtotal	\$2,991,685
Liabilities		
2.100.001	Accounts Payable/Vendors	(1,271)
2.100.005	Pre-Paid Pledges	27,960
2.100.030	Minister's Pre-tax Retirement	(0)
2.100.035	Minister's Flex Spending	0
2.100.036	Education/Medical Reserve	2,290
2.200.000	RESERVE ACCOUNTS	
2.200.005	Audit Reserve	6,000
2.200.010	Camp Scholarship	7,181
2.200.015	Just Coffee	290
2.200.020	Javarita Coffeehouse	2,543
2.200.025	Blankets, Babies and Borders	1,031
2.200.030	Common Ground on the Border	16,555
2.200.035	Lecture Series	(2,981)
2.200.040	Sabbatical Reserve	80
2.200.045	KOCT - Keeping our Community Together	775
2.200.050	UCC Wider Church Grant	1,994
2.200.055	Clarkson land purchase	0
	Total RESERVE ACCOUNTS	\$33,471
2.200.500	LONG TERM DEBT	
2.200.510	Main Building Mortgage	186,677
2.200.520	Lot 54 Mortgage (Clarkson Property)	32,000
	Total LONG TERM DEBT	\$218,677
2.300.000	LONG TERM MAINTENANCE	
2.300.005	Long-Term Maintenance	10,023
	Total LONG TERM MAINTENANCE	\$10,023
2.400.001	Columbarium Refundable	12,850
2.400.005	Columbarium Maintenance	2,427
	Total Liabilities	\$306,429

The Good Shepherd United Church of Christ - Sahuarita AZ
Balance Sheet as of December 31, 2019

Tuesday, February 11, 2020

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Account #	Account Name	YTD Balance
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Fund Balances

3.100.000	Operating Balance	2,525,511
3.300.000	Samaritans Balance	117,680
3.400.000	Women's Fellowship Balance	11,109
3.500.000	Men's Fellowship Balance	7,256
3.600.000	Capital Campaign Balance	18,501
3.700.000	Memorials Balance	5,196
	Total Fund Balances	\$2,685,255
	Total Liabilities and Fund Balances	<u>\$2,991,685</u>
