



UNION

COMBINED PARISH

*Where hope lives, the love of God is experienced,
Christ is encountered, and the Holy Spirit indwells.*

2023 CHURCH CONFERENCE

VISION FOR 2024

Sunday, February 25, 2024

1:00 PM in person and online

The Rev. Dr. Jay Williams, Lead Pastor
The Rev. Dr. Sara Garrard, Executive Pastor
The Rev. Kyle Walden, Discipleship Pastor

The Rev. Nizzi Santos Digan, Presiding
District Superintendent, Commonwealth East
Bishop Peggy A. Johnson
Episcopal Leader, New England Annual Conference

THE YEAR OF
Possibility
2024

“Christ is able to do infinitely and immeasurably beyond anything we can ask or imagine through the power working within us.”

EPHESIANS 3:20



CONTENTS

AGENDA & ACTION ITEMS

I.	about Union	2
II.	Strategic Ministry Plan <i>visit unionboston.org/strategicplan for the full plan or pick up a print copy at Union</i>	3
III.	Year of Possibility: an overview	4
IV.	Organizing Work <ul style="list-style-type: none">A. Recording AttendanceB. Approval of Virtual MeetingC. Election of Recording SecretaryD. Approval of 2022 Church Conference Minutes	5 - 7
V.	Pastors' Report & Executive Summary	8
VI.	Administrative Snapshot of the Union Combined Parish <i>visit unionboston.org/parish for more information</i>	11
VII.	Church Council Report & Governance Overview	13
VIII.	Trustees Report	14
IX.	SPRC Report <ul style="list-style-type: none">A. Staff ListingB. Clergy Compensation Reports & Housing Allowance Resolutions	17
X.	Finance Report <ul style="list-style-type: none">A. 2023 Consolidated Statement of Financial ActivitiesB. Balance Sheet + Fund Balance ReportC. 2024 Consolidated Budget	20
XI.	Lay Leadership / Nominations Report	31
XII.	Ministry Candidates Reaffirmation Report	32
XIII.	Membership Report and Remembrance	33



about Union

WELCOME TO THE  UNION
COMBINED PARISH

A HISTORICALLY BLACK, MULTICULTURAL, LGBTQ+ EMPOWERING CHURCH

UNCONDITIONAL LOVE	COMPASSIONATE SERVICE	INTERSECTIONAL JUSTICE
CHRIST'S GOSPEL OF LIBERATION	TRANSFORMATIVE WORSHIP	RACIAL EQUITY

Union is a real special place – *empowering, multicultural, spirited*. We live at the intersections of race, class, gender, and sexuality. We are a family from all walks of life: black and brown, white, Latinx, Asian, and indigenous; young and more seasoned; economically stable and struggling; transgender and cisgender; people with and without disabilities; straight, gay, lesbian, queer, allies; lifetime Christians, new beginners, skeptics, and seekers. Over our 200-year history, our congregation, which is now Union United Methodist Church, has had *seven* different names, in *five* different locations, under *three* different denominational names. A multitude of places, but a single people – this place called Union is the intersection of Methodism and liberation. Check out our storybook [here](#).

The **mission** of the Union Church is to nurture followers of Jesus Christ who transform the world through love, service, and justice. We strive to cultivate the “beloved community” in the South End through bold justice- and equity-oriented service and advocacy. **Our vision:** At Union, we’re family – members, worshippers, and guests experience Union as a spiritual home grounded in the unconditional love of God. An individual who is a part of Union will be transformed personally and empowered to do good in the community.

Our logo embodies the story of who we are: **Love is at the heart of Union**. The stained-glass effect represents Union's 200-year witness to love, service, and justice. Red, green, and black symbolize the Africana roots of our congregation. The color purple highlights the royal contribution of black women, like in Alice Walker's trailblazing novel and movie, "The Color Purple." Our logo has a "sketch" effect suggesting that our story is "unfinished," inviting everyone to collectively write the next chapter of Union's ministry.



UNION COMBINED PARISH

STRATEGIC MINISTRY PLAN

MISSION

The mission of Union is to nurture followers of Jesus Christ who transform the world through love, justice, and service.

VISION

At Union, we're family—members, worshippers, and guests experience Union as a spiritual home grounded in the unconditional love of God. An individual who is a part of Union will be transformed personally and empowered to do good in the community.

VALUES

UNCONDITIONAL LOVE

COMPASSIONATE SERVICE

INTERSECTIONAL JUSTICE

CHRIST'S GOSPEL OF LIBERATION

TRANSFORMATIONAL WORSHIP

RACIAL EQUITY

UNION WORSHIPS

Building the body of Christ through dynamic praise and worship

UNION DISCIPLES

Cultivating disciples through faith formation and spiritual growth

UNION ADVOCATES

Confronting systems of oppression through advocacy and engagement

UNION SERVES

Transforming community through bold mission, service, and witness

UNION LEADS

Developing spiritual leaders through education, resourcing, and training

UNION WORKS

Unlocking our untapped potential through a strategic brain trust

ADMINISTRATION

Staff-Parish Relations • Finance • Trustees
Nominations & Leadership Development



Year of Possibility: an overview

Rooted in love and strengthened by the power of God working within us, at Union we believe that infinitely more than we can imagine is possible! Therefore, we declare 2024 to be the Year of Possibility for the Union Combined Parish.

The good news of [Ephesians 3:16-21](#) inspires us:

¹⁶ And I pray that God, out of the riches of divine glory, will strengthen you inwardly with power through the working of the Spirit. ¹⁷ May Christ dwell in your hearts through faith, so that you, being rooted and grounded in love, ¹⁸ will be able to grasp fully the breadth, length, height and depth of Christ's love and, with all God's holy ones, ¹⁹ experience this love that surpasses all understanding, so that you may be filled with all the fullness of God. ²⁰ To God — whose power now at work in us can do immeasurably more than we ask or imagine — ²¹ to God be glory in the Church and in Christ Jesus through all generations, world without end! Amen.

Sadly, we live in a world of diminished imagination. Apathy, complacency, and acceptance of the status quo is commonplace. For example, as part of “Jesus is My Land Lord” sermon series (2023), we explored Sarah Schulman’s *The Gentrification of the Mind: Witness to a Lost Imagination* (2013) and how housing insecurity is shaped by profit-driven worldviews. As people of faith, however, we hold to the truth that an-other world is possible.

Our baptismal covenant calls us to make a promise: “to resist evil, injustice, and oppression in whatever forms they present themselves.” With these vows, our spiritual hope compels material consequences. We reject the scarcity mentality that forecloses our dream for a better future.

Union’s focus for calendar year 2024 began with our 2023 Advent theme “Nothing is Impossible.” At first, the virgin Mary is rightfully skeptical when the angel Gabriel announces to her that she would give birth to a wonderful child, Jesus — Emmanuel (meaning “God with Us”). During this annunciation, Gabriel invites: “Fear not, God’s holy Spirit will be with you.” And Mary accepts the invitation to be *theotokos*, the God bearer, saying: “Nothing is impossible with God.” (Luke 1:26-38).

The incarnation — the enfleshment of God’s love in humanity — lives within the people called Union. And rooted in grace as revealed in Christ Jesus, we are excited to extend this transformative love more and more.

Building upon the creation of the [Union Combined Parish](#) in 2023, the Year of Creativity, during 2024 The Year of Possibility, we will push limits of what’s possible when the people of faith set their hearts and minds to something. As a single church in 4 locations, owning 7 highly valuable properties, in ways yet unseen, we will live out our values unconditional love, compassionate service, intersectional justice, gospel of liberation, transformational worship, and racial equity).





Minutes of the 2022 Church Conference

FEBRUARY 5, 2023

The meeting was called to order by DS We Chang. He commended Pastor Kyle on his preaching at morning service. He stated that church conference can be very bland. Bring you saltiness and illuminating lightness for our time together.

We will begin the church conference at the bottom of page 5 by reciting the “Call To Holy Conferencing As Beloved Community.”

The church conference was approved as a “Virtual Church Conference.”

Election of Secretary:

Ruby Blake was elected as Secretary. The conference is also being recorded.

The minutes from 2021 church conference were approved. One correction of the addition of Jack Drewry in attendance.

Vote on Union Boston Combined Parish

Rev. We stated the vision has been whole-heartedly celebrated by the past Bishop, present Bishop and cabinet.

Vote on Community UMC (Brighton) Merger Proposal

The church conference at Community will be held on February 13th.

Bruce asked for the details of the Brighton merger. The details were found on page 20-21 of the report.

Gary asked the value of the assets: \$100,000 in cash and the church and parsonage assessed at 2 million.

The merger was unanimously approved.

Rev. We stated that this vote is taken with a lot of preparation. It marks an important place in the life of ministry in Boston. This is a courageous vision. I thank Brighton’s congregation for their resilience. They have gone above and beyond and kept their faith in God.

Jack’s Question: Are the members from Brighton going to join us in worship? Yes, they already attend by zoom.

Jack’s Question: Why did the cabinet appoint Pastor, Jay, Sara, and Kyle now instead of waiting until July?

Rev. We stated it had to be done because they were appointed to different parishes.

Rev. We stated that this has been seven years in the making and he commends Union for remaining strong.

Trustee Report

Carl stated no update on current status. We have much to be thankful for. We received a grant of \$200,000 from Sacred Places to repair the roof. We were chosen for the place that Union is. We are prayerfully awaiting a grant from the city.



Jack asked if there were cost projections on items 17-20?

Carl stated that the cost will need to be refreshed in the future. This is a part of our vision.

Rev. We stated that these are on-going issues. Questions can be asked at any time.

The Trustee Report was approved.

SPRC Report

There was a pay equity raise for Pastors Jay and Kyle.

Rev. We asked if there were any questions. There were none.

The SPRC report was approved.

Rev. We stated that he and the Cabinet appreciate the clergy. They have been faithful to life of the church. Please celebrate these gifts. This includes Revs. Ashley and Nikki. This is the mark of a healthy and growing body of Christ.

Financial Report

Jack asked a question about the amount of money we receive from the Benjamin Lane Fund.

Pastor Jay stated that we receive \$1,083/year.

Jack's Question: What are we doing to make up the deficit?

Pastor Jay stated that we are using savings for the short-fall.

The budget was approved.

Pastor Jay drew attention to Page 33. Every gift matters. 97% of individual donations are \$500 or less. Regardless of what your capacity is to give every amount counts. 65% is less than \$100.

Lay Leadership /Nominations Report

Finance: Changes in positions: Mary Adjetey (chair); Nancy Wewiorski (secretary).

The slate was approved.

Trustees: new members: Angela Nelson, Robert Kelsey

Nominations and Leadership Development: new members: Willie Jones, Valarie Berry, Anne Gross

Slate is approved.

Bruce's question: Will folk from the other churches be a part of the slates?

Rev. We: There will be a new slate after the merger.

The slate was approved. DS prayed after slate was approved.



Recertification of Lay Servants

James Anderson, Ruby Blake, Ruth Brown, Chantal Charles, Ruth Jemison, Robert Kelsey, Desiree Patrice, Carlson Provost, Ibrahim Sundiata, Rhonda Waters, Vivian Whetstone.

Slate Approved

Ministry Candidates Recertification Report

Solomon Teye Alipoh, Mikhala Heil, David Jackson, Sr.

Membership Report and Remembrance

Ten new members: Regina Jones-Jenkins, Ellen Casey, Solomon Teye Alipoh, Scott Mustard, Allyson Bachta, Daniela Harrigan, Linda Ramirez, Tito Ramirez, Joy Lindsay, Herb Jones

Deaths

Chyril Shepard, Nina Elderkin. Rev. Chang prayed for the ones that have gone to Glory.

Steve Gilchrist commented that all the folk that work with the children should be thanked. Rev. Chang thanked God for their faithfulness.

Pastor's Report

A word of gratitude for your faithfulness these past years. My acknowledgement and gratitude to Pastor Kyle. We're still in tough times. He is one of the reasons we could advance. A lot of churches in New England are struggling and attendance at churches are 30-40. Lots of our people watch play-back, they call in on phones. We have 50 in person, 75 on-line. We are seeing 150 every week. That needs to be celebrated. Continue to pray for all our clergy, non-clergy, staff, lay persons, lay staff.

Gary stated that we should acknowledge Pastor Nikki for all she has done and is doing.

John Jemison mentioned the folk that work with the food pantry, Ruth Jemison, Ruth Brown and Ellen.

Pastor Jay would like to celebrate Ruth Brown. She stepped down from Trustees.

Pastor Jay stated that Rev. Chang has been with us for the last six years. He will be starting on 7/1/ as Director of Connectional Services.

Rev. We stated that he has been blessed serving as DS.

Church conference ended with prayer.

Submitted by: Ruby Blake



Pastors' Report & Executive Summary

Union experienced a truly **monumental year** in 2023 – *thanks be to God!*

- Creation of the [Union Combined Parish](http://unionboston.org/parish): *one church in four locations* (unionboston.org/parish)
- [Roof Renovation](http://unionboston.org/roof) at our South End sanctuary (unionboston.org/roof)
- Hosting of the “[State Funeral](http://unionboston.org/melking)” of Mel King (unionboston.org/melking)
- Launching of [Brighton Methodist House](http://unionboston.org/houses) and Glendale Methodist House (unionboston.org/houses)

The Current State of Union

The **state** of Union remains **strong** – *very strong*. And we’re believing God that the best is still yet to come.

During a time of loss and decline, we are humbled to be in a growth position. Yes, Union is **growing spiritually, missionally, numerically, and financially!**

Spiritual Growth	Inspirational Worship & Connection Groups draw us closer to God, self, and each other
Missional Growth	The Union Combined Parish will expand our Home + Table Initiative to address housing and food insecurity. Our Food Pantry and Food Forest address critical needs in our neighborhood. Union provides affordable housing for 12 persons in our 3 residences
Financial Growth	General (unrestricted giving) increased \$83,326.62 in 2023 from 2022 levels. We were awarded \$700,000 in grants to fully pay for the re-roofing of the South End sanctuary. With the formation of the Combined Parish, we are entrusted with more than \$40 million in real estate and an annual operating budget of over \$1.4 million
Numerical Growth	17 new members in 2023 and 6 new members thus far in 2024.

Union’s witness is wide as we live out our values in diverse ways:

COMMUNITY + CIVIC LEADERSHIP

- The annual Martin Luther King Jr Memorial Breakfast, which we co-present with St. Cyprian’s Episcopal Church, remains our most visible civic gathering.
- Union pastors and members serve on the Board of Directors of Tent City Corporation, Cooper Community Center, Massachusetts Council of Churches, and Greater Boston Interfaith Organization

CONFERENCE + DENOMINATIONAL LEADERSHIP

- Union pastors and members serve on a host of United Methodist entities, including
 - *Denominational* – Delegation to the 2024 General and Jurisdictional Conferences
 - *Conference* – Vision Forward Team (strategic planning body), Board of Ordained Ministry, Board of Congregational Development, and Board of Laity

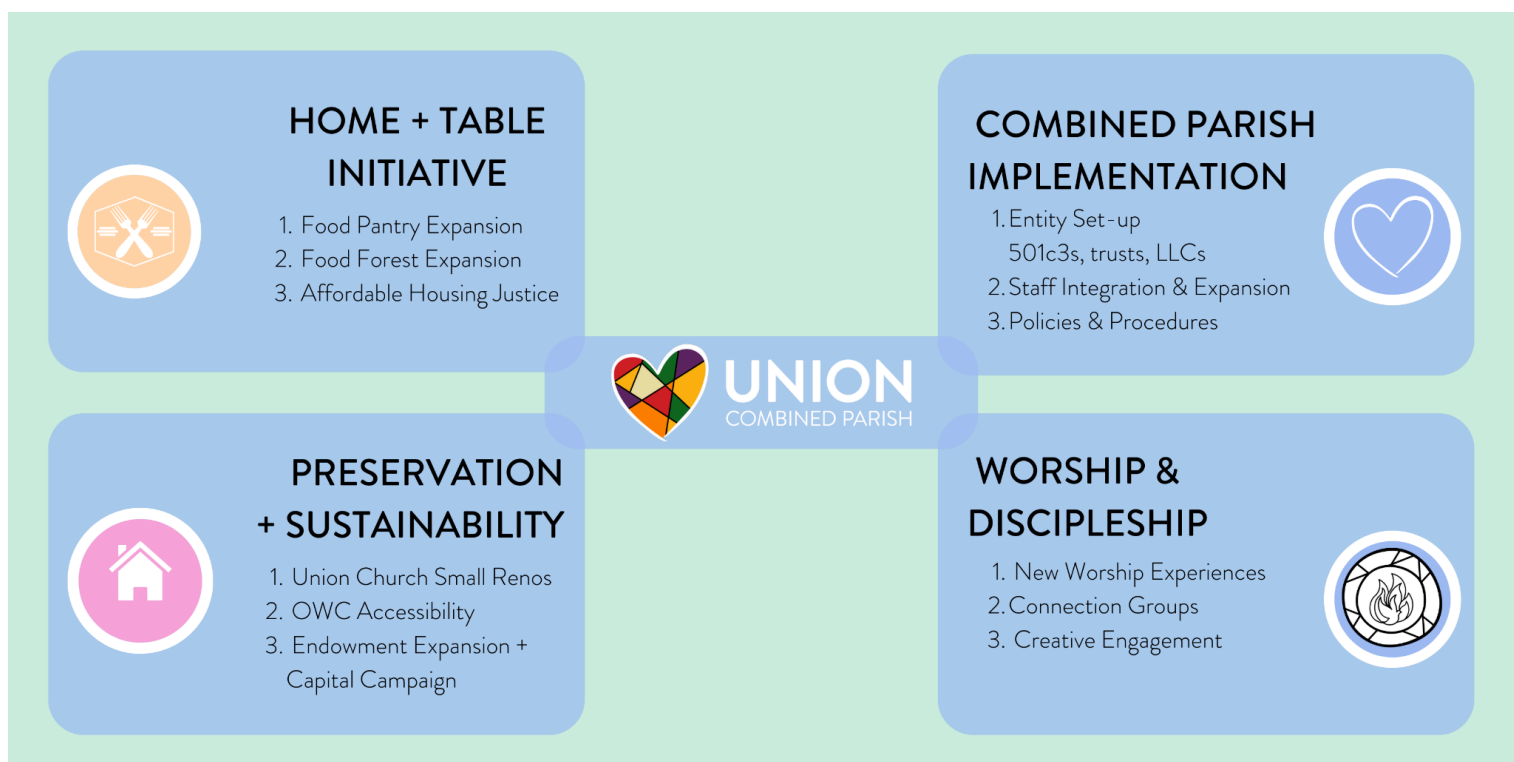


- *Reparations* — Pastor Jay drafted the Jubilee Resolution, adopted by the 2023 Annual Conference, to cancel conference debt of black United Methodist churches in New England.

FAITH FORMATION + DISCIPLESHIP

- Connection Groups nourish our community through relationship building and spiritual growth, including: Bible Study, Kids Sunday School, UnionReads Book Club, Meditation Group, Union Young & Social, Senior Lunch Club, and our new Union Diaspora (online community) group!

2024 Strategic Missional Priorities



Our [Strategic Plan](#) (adopted in December 2015) currently guides our innovative ministry and mission. This year, in light of these unprecedented times, we will revisit our plan and develop an amended one “for the facing of these days.” Indeed, Union is called to make a *significant* difference in the world today.

2024 Strategic Priorities include:

- 1) **Discipleship** [UnionDisciples & UnionWorships]
 - a) Dynamic **Worship Experiences** that provide inspirational encounters with God, neighbor, and self
 - b) Meaningful **Connection Groups** (Bible study, book clubs, meditation, prayer groups) that create community and deepen spiritual formation
- 2) **Identity & Community** [UnionWorks & Administration]
 - a) Articulate the shared identity of the Combined Parish in a way that incorporates further the histories of Old West Church, Community Brighton, and Glendale Everett



- b) Reclaim and rearticulate Union’s longstanding identity as a historically black church as its congregational and community make-up becomes increasingly diverse
 - c) Align all strategic decisions and growth initiatives in light of this reclaimed and rearticulated identity
- 3) **Leadership + Sustainability [UnionLeads, UnionAdvocates, UnionWorks, Administration]**
- a) Deepen lay leadership development and empowerment
 - b) Raise up leaders and expand prophetic witness through the **Justice + Advocacy Team**
 - c) Enhance organizational capacity and healthy systems
- 4) **Grant-Writing + Fund Development**
- a) **Finances:** Advance [Financial Freedom, Expanded Mission, Endowment](#) and [Comprehensive Financial Plan](#)
- 5) **Preservation + Development**
- a) Plan to launch phase of Capital Campaign
 - b) Plan the renovation to create the **Union Community Kitchen**
 - c) Strengthen current use of our 7 physical properties
 - d) Initiate “pre-development” planning for creation of multi-story affordable housing buildings on our Brighton and Everett sites

As a Combined Parish with over 200 years of witness in Greater Boston, we are gifted with truly exceptional church members and clergy. We are well-positioned to provide greater strategic leadership in the Commonwealth East District, New England Conference, and the broader United Methodist Church— as well as in the City of Boston and the Commonwealth of Massachusetts.

Building upon the creation of the [Union Combined Parish](#) in 2023, the Year of Creativity, during 2024 The Year of Possibility, we will push limits of what’s possible when the people of faith set their hearts and minds to something. As a single church in 4 locations, owning 7 highly valuable properties, in ways yet unseen, we will live out our values unconditional love, compassionate service, intersectional justice, gospel of liberation, transformational worship, and racial equity).

in Love and Liberation,

pastor jay†

Rev. Dr. Jay Williams
Lead Pastor

Pastor Sara

Pastor Sara Garrard
Executive Pastor

Pastor Kyle

Pastor Kyle Walden
Discipleship Pastor



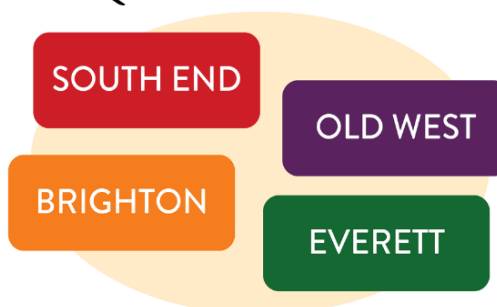
Administrative Snapshot of the Union Combined Parish

Learn more at unionboston.org/parish

The Union Combined Parish is one church fulfilling its mission in four locations.

This first-of-its-kind merger combined four congregations into one church and corporate entity

- Community UMC (Brighton, Boston)
- Glendale UMC (Everett, MA)
- Old West UMC (West End, Boston)
- Union UMC (South End, Boston)

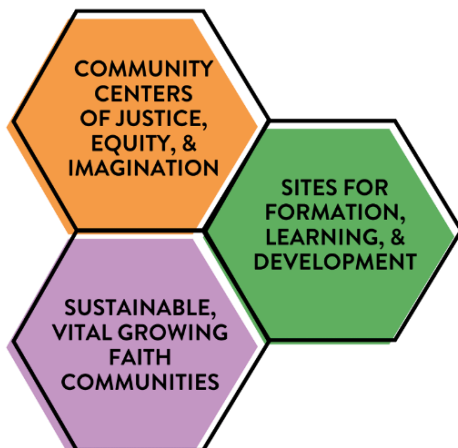


NAMES

- **The Union Combined Parish** is the overall “brand name” (public-facing name) of this merged, single congregation. The formal, corporate name is **Union United Methodist Church**, which is the official successor of Community UMC, Glendale UMC, and Old West UMC.
- Old West Church (OWC) is retained as part of our brand, although OWC is now formally part of Union United Methodist Church.
- The membership rolls of the legacy congregations are now recorded on the joint membership list at Union United Methodist Church.

LOCATIONS

- **South End** – The Parish is headquartered in the South End at the historic Union Church on Columbus Avenue, which serves as our primary worship and programmatic site.
- **West End** – Old West Church is the secondary worship site for the Union Combined Parish. Increasingly, Old West will be a mission site for outreach. The primary building user for our Cambridge Street location is Sunrise Learning Academy (Early Education & Care).
- **Everett** – The former members of Glendale UMC continue to gather in the building on Sundays as a “class meeting” small group. Family UMC is temporarily meeting in our Everett sanctuary, as their Saugus sanctuary is unusable at present.
- **Brighton** – Our Brighton sanctuary is rented by two independent, non-denominational congregations.
- **Intentional Communities** – All three residences are intentional communities for students at Boston University School of Theology.
 - » **Hilda Evans House** (Roxbury), launched in August 2021 – unionboston.org/hilda-evans-house/
 - » **Brighton Methodist House** (Brighton), launched in August 2023 unionboston.org/brighton-house-ministry/
 - » **Glendale Methodist House** (Everett), launched in January 2024.





WORSHIP

- On Sundays at 11:15am worship occurs weekly in the South End
- On 2nd - 4th Sundays, worship occurs at Old West Church.
- Combined Parish worship occurs every first Sunday of the month, as well as other special Sundays as announced.

REAL ESTATE PORTFOLIO

- The Combined Parish holds seven (7) properties in Greater Boston, including four church buildings and three residences.
- The combined market value of these properties is \$40 million.
- We intend to develop our sites to expand our Home + Table ministries that pursue housing and food justice.

STAFF

- 3 full-time clergy serve the Union Combined Parish, alongside 3 part-time ministers, 1 part-time church administrator, 1 full-time director of music, and 5 part-time musicians.

BUDGET

- The annual operating budget (unrestricted) for the Union Combined Parish is \$1.4 million.



UNION COMBINED PARISH

SOUTH END

ANCHOR SITE
WORSHIP + FORMATION

OLD WEST

RESILIENT-CITY MISSION HUB
WORSHIP + FORMATION

BRIGHTON

AFFORDABLE HOUSING
DEVELOPMENT

EVERETT

COMMUNITY CENTER



Church Council Report

The Union Combined Parish is governed by a series of entities, according to the polity of The United Methodist Church:

- The **Church Conference** is the annual business meeting of a local congregation, as detailed in ¶¶246-251 of the 2016 *Book of Discipline*. Voting members of the Church Conference are all full members of the church. *The District Superintendent (or designee) presides.*
- The **Union Church Council** (¶252) is the “Board of Directors” of the Union Combined Parish and is amenable to the Church Conference.
 - The Union Council is composed of representatives of key committees and boards (e.g., Finance, Trustees, Staff-Parish Relations, etc.). *The Church Council Chairperson presides.*
- **Congregational Meetings** of the Union Combined Parish allow members of Union to gather and contribute to the strategic direction of the Parish. They occur at least semiannually. *Pastors and lay leadership preside.*

UNION CHURCH COUNCIL

The Union Church Council (¶252) is the “Board of Directors” of the Union Combined Parish, and amenable to the Church Conference (¶¶246-251). The Union Council meets monthly and is composed of Team Leads of key committees and boards.

Church Council Chair <i>Leads the Union Council</i>	Staff Parish Relations Chair <i>Leads personnel committee</i>	At-Large Members <i>Contributes specialized expertise</i>	Food Justice Coordinator <i>Guides food justice ministries</i>	 UNION SERVES UNION ADVOCATES UNION WORSHIPS
Clergy Team <i>Serves the congregation pastorally</i>	Trustee Board Chair <i>Oversees property and physical space</i>	Diaspora Representative <i>Represents our online community</i>	Housing Justice Coordinator <i>Guides our housing justice ministries</i>	
Lay Leader for Connectional Ministries <i>Relates to broader UMC life</i>	Old West Site Trustee <i>Site liaison for Old West Church</i>	Finance Chair <i>Oversees income and expenditures</i>	Justice + Advocacy Team Coordinator <i>Leads overall advocacy work</i>	
Lay Leader for Strategy <i>Serves as coach for excellence</i>	Union Church Site Trustee <i>Liaison for Union South End</i>	Treasurer <i>Manages expenditures</i>	Friends of Union <i>Neighborhood supporters group</i>	
Lay Leader for Volunteerism <i>Guides lay engagement</i>	Glendale Site Trustee <i>Liaison for Everett properties</i>	Financial Secretaries <i>Tracks income and giving</i>	Radical Hospitality Team Coordinator <i>Leads greeters, ushers, & volunteers</i>	
Members to Annual Conference <i>Representative to regional conference</i>	Brighton Site Trustee <i>Liaison for Brighton properties</i>	Grants Team Coordinator <i>Facilitates grant-writing team</i>	Worship Arts / Music Ministry <i>Represents our music ministries</i>	

● EXECUTIVE TEAM



Trustees Report

GUIDING <u>VISION</u>	Imagine Union as a spiritual home and state-the-art, 24/7 Community Center
GUIDING <u>MISSION</u>	<i>Re-Building</i> Union as a Beautiful, Sustainable Institution
PROVOCATIVE <u>QUESTIONS</u>	<ol style="list-style-type: none"> 1. Are we positioned to capitalize fully off of our real property assets? 2. Can we seize the present opportunities?
GOALS <i>(longer term)</i>	<ol style="list-style-type: none"> 1. Develop community partners who share expense of building operations and renovation 2. Increase facility usage and associated revenue
OBJECTIVES <i>(shorter term)</i>	<ol style="list-style-type: none"> 1. Secure, stabilize, and winterize all 7 properties in the Union Combined Parish 2. Maximize usability with minimal cash outlay 3. Increase “traffic” from community in advance of the launch of next capital campaign in 2024 and formation of the “Friends of Union” group

2023 Major Improvements

Union Church (South End)	Roof	\$664,635.10
Brighton Methodist House (Brighton)	General Renovation	\$38,621
Brighton Methodist House (Brighton)	Security System Installation	\$3,640.79
Glendale Methodist House (Everett)	General Renovation	\$35,480.00
Community Brighton Church (Brighton)	Security System	\$1,738.29
All locations except OWC	Remote Thermostat + Furnace Repairs	\$6,835.00
	total	\$ 750,315.08

2024 Major Improvements

Union Church (South End)	Restrooms + Cooper Hall	\$40,000.00
Union Church (South End)	Offices (Water damage repairs)	\$16,600.00
Hilda Evans House (Roxbury)	HVAC Upgrade	\$38,750.00
Old West Church (West End)	Security System + Cameras	\$15,137.72
Glendale Church (Everett)	Security System + Cameras	\$19,672.28
Glendale Methodist House (Everett)	Security System + Cameras	\$3,640.79
	total	\$133,800.79




ROOF REPLACEMENT

Funded with a \$500,000 preservation grant from the City of Boston Community Preservation Fund and \$200,000 from the National Fund for Sacred Places, we completely replaced the heavily deteriorated roof in our South End sanctuary:

1. Premium [GAF Slateline Asphalt Shingles](#) and Ridge Caps – *English Gray & Weathered Slate polychromatic banding*
2. Premium Storm Guard (Ice and Water Shield) underlayment
3. Custom Copper Gutters, Counter Flashing, and Valleys
 - a. Gutters are installed with a 12-inch flange that under asphalt shingles & counter flashing
Custom copper toned downspouts with all new connectors, elbows and brackets
4. Lead Staired Step Flashings
5. Roof Deck (Sheathing) Repairs – 55 plywood sheets
6. Structural Repairs
 - a. Custom Steel Plate Repair of one Timber Truss
 - b. Rafter reinforcement with ledger and sister, at two locations
7. Exterior Painting of Windows



Property Insurance Premiums + Limits

Union United Methodist Church 485 Columbus Ave Boston, MA 02118			
Union Combined Parish UMC	23/24 Property Limits	23/24 Premium	Total Premium
UNION UMC BOSTON			
<i>485 Columbus Ave, Boston MA</i>			
Church Building	\$ 14,179,000.00	\$ 34,186.62	
Content	\$ 2,127,000.00	\$ 5,128.35	\$ 39,314.98
1 Cleveland Park Roxbury MA			
Parsonage Building	\$ 175,000.00	\$ 421.94	
Content	\$ 35,000.00	\$ 84.39	\$ 506.33
OLD WEST UMC			
<i>131 Cambridge St Boston MA</i>			
Church Building	\$ 9,079,000.00	\$ 21,890.14	
Content	\$ 1,362,000.00	\$ 3,283.88	\$ 25,174.03
COMMUNITY UMC OF BRIGHTON			
<i>519 Washington St Brighton MA</i>			
Church Building	\$ 1,239,000.00	\$ 2,987.32	
Content	\$ 186,000.00	\$ 448.46	\$ 3,435.78
12 Turner St Brighton MA			
Parsonage Building	\$ 533,000.00	\$ 1,285.10	
Content	\$ 80,000.00	\$ 192.89	\$ 1,477.99
GLENDALE UMC EVERETT			
<i>392 Ferry St Everett MA</i>			
Church Building	\$ 3,728,000.00	\$ 8,988.48	
Content	\$ 560,000.00	\$ 1,350.20	\$ 10,338.69
151 Glendale St Everett MA			
Parsonage Building	\$ 500,000.00	\$ 1,205.54	
Content	\$ 75,000.00	\$ 180.83	\$ 1,386.37
Total	\$ 33,858,000.00		\$ 81,634.15
Property, Flood/Earthquake			\$ 81,634.15
General Liability/Umbrella			\$ 25,480.12
Trustee & Officers Liability			\$ 680.00
Total 23/24 Premium			\$ 107,794.27



Staff-Parish Relations Committee (SPRC) Report

STAFF LISTING

The Rev. Dr. Jay Williams – *Lead Pastor*

Pastor Jay guides the Parish's growth through strategic imagination, innovation, and planning. His leadership, preaching, and teaching orients the congregation to live out its values and mission.

The Rev. Dr. Sara Garrard – *Executive Pastor*

Pastor Sara focuses on executing and endowing the missional vision of the Parish, integrating vision and capacity for the conservation and restoration of the buildings – alongside the resiliency and thriving of the congregation.

The Rev. Kyle Walden – *Discipleship Pastor*

Pastor Kyle cares for the faith formation and relational connections of the Parish. Practically, this means teaching, preaching, and pastoral care while overseeing the development of small group ministries.

The Rev. Jane Lawrence – *Pastor of Congregational Care*

Pastor Jane supports the Union Pastoral Team in providing pastoral care to the congregation, especially visiting people who are sick and housebound.

The Rev. Nikki Renée – *Preacher-in-Residence*

Rev. Nikki preaches once a month as part of Union's Preaching Team. This is in addition to her full-time work as the Assistant Director of Contextual Education at the Boston University School of Theology.

The Rev. Ashley Renée – *Deacon-in-Residence*

Rev. Ashley leads the UnionReads book club throughout the year while providing worship leadership through reading and liturgy writing. As a provisional Deacon, Ashley bridges the church and the world in her full-time work as an elementary school teacher at the Epiphany School.

J.J. Martinez – *Minister of Creative Engagement + Student Minister*

J.J. is a student minister through the BU School of Theology, learning from Union in worship, adaptive leadership and church administration. Additionally, J.J. supports the Union Pastoral Team in providing creative design development, marketing, and communications strategy.

Solomon Teye Alipoh – *Candidate for Ordained Ministry*

As he works towards licensed and ordained ministry in The UMC through Union, Solomon supports Union through worship leadership and other ministerial work for the church.



David Twiddy – *Operations Manager*

Beyond answering the church phone and office email, David processes operational finances; manages utilities and space use at our seven buildings; and supports the pastoral team in the administration of the work of the Union Combined Parish.

Plamen Karadonev – *Director of Music*

Plamen provides for and leads all aspects of the Music Ministry at Union, ensuring that we strive for excellence in all aspects of our music ministry for congregational worship and other services. Plamen oversees the Praise Team, Ensemble, and Men's Chorus.

Fabio Pirozzolo – *Percussionist*

Fabio provides excellent and professional musical services in the area of drums and percussion as a consistent part of Union's band.

David Buda – *Bassist*

David provides excellent and professional musical services on the electric bass as a consistent part of Union's band.

Olga Lipina, Ph.D. – *Director of Music and Arts at Old West*

Dr. Lipina oversees the music for worship at Old West worship services.

Angela Nelson – *Director of Radical Praise*

Angela is responsible for directing the Union children's choir, Radical Praise, preparing to begin again soon. While this group has been on hiatus due to pandemic disruptions, Angela provides excellent worship design.

Brent Barlow – *Praise Band Leader at Old West*

Brent leads the praise band at Old West worship services.



2024 PASTORAL COMPENSATION REPORT

This Clergy Compensation Plan was unanimously approved by the SPRC on November 27, 2023 and the Finance Committee on February 18, 2024. The Church Council unanimously approved the plan on February 22, 2024.

This plan has also been affirmed by the Cabinet (Bishop + District Superintendents) of the New England Conference of The United Methodist Church.

In comparison to 2023 compensation, the proposed 2024 Clergy Compensation takes into account both merit raises and Boston cost-of-living adjustments.

Lead Pastor: Jay Williams	<i>full-time</i>
Cash Salary	\$ 120,000.00
Housing Allowance (Section 107 of the IRS Code)	\$ 50,000.00
Professional Expenses (Reimbursables)	\$ 15,000.00
TOTAL:	\$185,000.00

Executive Pastor: Sara Garrard	<i>full-time</i>
Cash Salary	\$ 90,000.00
Housing Allowance (Section 107 of the IRS Code)	\$ 42,000.00
Professional Expenses (Reimbursables)	\$ 12,000.00
TOTAL:	\$144,000.00


Discipleship Pastor: Kyle Walden	<i>full-time</i>
Cash Salary	\$ 70,000.00
Housing Allowance (Section 107 of the IRS Code)	\$ 35,000.00
Professional Expenses (Reimbursables)	\$ 10,000.00
TOTAL:	\$115,000.00



Finance Report

Union United Methodist Church

STATEMENT OF FINANCIAL ACTIVITY, 2023

Union United Methodist Church 485 Columbus Ave Boston, MA 02118							
INCOME		2022		2023			
<i>unrestricted</i>		<i>Union South End</i>	<i>Old West Church</i>	<i>Union South End</i>	<i>Old West Church</i>	<i>Notes</i>	
	General Fund						
	Offerings	\$ 378,911.05	\$ 51,283.00	\$ 434,612.67	\$ 78,908.00		
	Special Events + Projects	\$ 55,000.00	\$ 1,700,000.00	\$ 17,350.00	\$ 200,000.00		2022 OWC: \$1.7 million one-time gift from MGH Mitigation Fund. 2023 OWC: \$200K Mitigation grant (year 2 of 5)
	Hilda Evans House	\$ 20,381.24	--	\$ 27,124.31	--		
	Brighton Methodist House	--	--	\$ 6,000.00	--		
	Building Usage	--	\$ 191,463.00	\$ 46,300.00	\$ 185,662.00		
	Transfers from Investment Income	--	--	--	\$ 150,095.00		
		\$ 454,292.29	\$ 1,942,746.00	\$ 531,386.98	\$ 614,665.00		
				2023 Consolidated Unrestricted Total		\$ 1,146,051.98	
<i>restricted</i>							
	Capital Fund						
	Individual Donations	\$ 9,293.53	--	\$ 5,610.05	--		
	Grants	--	\$ 112,697.00	\$ 550,000.00	--		2023 Union: \$450K CPA Grant, \$100K National Fund grant
		\$ 9,293.53	\$ 112,697.00	\$ 555,610.05	--		
	Urban Responsibility Fund						
	General	\$ 5,832.10	--	\$ 6,184.15	\$ 7,488.00		
	Winter Coat Drive	\$ 13,107.38	--	\$ 19,788.18	--		
	Christmas Gift Drive	\$ 2,484.93	--	\$ 453.54	--		
		\$ 21,424.41	\$ -	\$ 26,425.87	\$ 7,488.00		
	Special Projects						
	General	\$ 2,219.27	\$ 43,009.00	\$ 5,579.26	\$ 5,000.00		
	Senior Cook Book	\$ 3,513.51	--	\$ 515.00	--		
		\$ 5,732.78	\$ 43,009.00	\$ 6,094.26	\$ 5,000.00		
				2023 Consolidated Restricted Total		\$ 600,618.18	
	TOTAL INCOME	\$ 507,231.37	\$ 2,098,452.00	\$ 1,119,517.16	\$ 627,153.00		
				2023 CONSOLIDATED TOTAL (Unrestricted + Restricted)		\$ 1,746,670.16	



Union United Methodist Church

STATEMENT OF FINANCIAL ACTIVITY, 2023

EXPENSES	2023			Notes
	Union	OWC	Total	
OPERATING				
Wages & Benefits				
Salaries (Appointed Clergy)	\$ 154,707.00	\$ 62,877.00	\$ 217,584.00	
Housing Allowances (Appointed Clergy)	\$ 58,845.00	\$ 31,285.00	\$ 90,130.00	
Professional Expenses Allowances (Appointed Clergy)	\$ 36,195.53	\$ 2,571.00	\$ 38,766.53	
Health Insurance (Appointed Clergy)	--	--	\$ 97,260.00	Two years
Pensions (Appointed Clergy)	--	--	\$ 63,898.31	Two years
Non-Pastoral Staff Compensation	\$ 102,306.50	\$ 79,315.35	\$ 181,621.85	
Employer Paid Taxes	\$ 5,785.00			
	\$ 357,839.03	\$ 176,048.35	\$ 689,260.69	
Building & Maintenance				
Utilities	\$ 58,356.21			
Maintenance & Groundkeeping	\$ 18,541.92			
Repairs	\$ 22,122.74			
	\$ 99,020.87	\$ 55,989.00		
Mission & Ministry				
Union Worships -- building the body of Christ through dynamic worship				
General	\$ 4,781.58			
Musicians	\$ 27,536.40			
Tech Arts	\$ 18,657.75			
Video Production	\$ -			
Radical Hospitality	\$ 8,799.83			
Union Serves -- transforming community through bold mission, service, and witness				
General	\$ 3,624.37			
Benevolence & Emergency Aid	\$ 4,857.00			
Bereavement	\$ 439.65			
Food Pantry	\$ -			
Brighton Methodist House	\$ 4,942.04			Set-up, furnishings
Hilda Evans House	\$ 1,812.69			
Gift and Coat Drive	\$ 13,566.44			
Tablet Ministry	\$ 7,616.75			
Union Disciples -- cultivating disciples through faith formation and spiritual growth				
General	\$ -			
Union Leads -- developing spiritual leaders through education, resourcing, and	\$ 3,497.35			
General				
Union Advocates -- confronting systems of oppression through advocacy and engagement				
General	\$ 5,617.16			
Union Council -- connecting and coordinating mission and ministry				
General	\$ 21,004.84			
	\$ 126,753.85	\$ 1,617.00		
Finance & Administration				
General Administration & Office	\$ 40,334.50			
Software & Technology	\$ 14,591.43			
Equipment Leasing	\$ 4,027.20			
Debt Maintenance	\$ 11,369.16			
	\$ 70,322.29	\$ 78,894.00		



EXPENSES					
		2023			
Connectional Commitments (Mission Shares)					
World Missions	--	--	\$	24,652.00	
New England Missions	--	--	\$	23,116.00	
Ministry Support	--	--	\$	53,780.00	
			\$	101,548.00	
<hr/>					
OPERATING EXPENSES TOTAL		\$ 653,936.04	\$	312,548.35	\$ 101,548.00
		CONSOLIDATED OPERATING EXPENSE TOTAL			\$ 1,068,032.39
<hr/>					
CAPITALIZED EXPENSES					
Old West Church			\$	11,120.00	
Union South End Re-Roofing			\$	501,835.14	
Brighton Methodist House Renovation			\$	38,621.00	
Glendale Methodist House Renovation			\$	35,480.00	
		CONSOLIDATED CAPITALIZED EXPENSE TOTAL			\$ 587,056.14
<hr/>					
CONSOLIDATED TOTAL EXPENSE (OPERATING + CAPITALIZED)				\$ 1,655,088.53	



OWC 2023 INVESTMENT FUNDS SUMMARY 12/31/2023

CNB Liquid Investment Acct.

BALANCE 11/30/2023	\$96,911.00
DEPOSITS	\$200,000.00
GROWTH	\$3,508.00
TRANSFERS TO OPERATIONS	\$0.00
BALANCE 12/31/2023	\$300,419.00

McGuire/Trade PMR Trustees Funds

BALANCE 01/01/2023	\$1,713,318.00
GROWTH	\$205,036.00
TRANSFERS TO OPERATIONS	(\$10,000.00)
BALANCE 12/31/2023	\$1,908,354.00

OWC 2024 INVESTMENT FUNDS SUMMARY 01/05/2024

CNB Liquid Investment Acct.

BALANCE 12/31/2023	\$300,419.00
DEPOSITS	\$0.00
GROWTH	\$481.00
TRANSFERS TO OPERATIONS	(\$204,500.00)
BALANCE 12/31/2023	\$96,400.00

McGuire/Trade PMR Trustees Funds

BALANCE 01/01/2024	\$1,908,354.00
GROWTH	\$0.00
TRANSFERS TO OPERATIONS	(\$91,862.00)
BALANCE 01/05/2024	\$1,816,492.00

OWC 2024 INVESTMENT FUNDS SUMMARY 02/20/2024

CNB Liquid Investment Acct.

BALANCE 01/05/2024	\$96,400.00
DEPOSITS	\$0.00
GROWTH	\$1,166.00
TRANSFERS TO OPERATIONS	\$0.00
BALANCE 12/31/2023	\$97,566.00

McGuire/Trade PMR Trustees Funds

BALANCE 01/05/2024	\$1,816,492.00
GROWTH	\$124,881.00
TRANSFERS TO OPERATIONS	\$0.00
BALANCE 02/20/2024	\$1,941,373.00



Union United Methodist Church
485 Columbus Ave
Boston, MA 02118



Statement of Financial Position (Balance Sheet)

as of Feb 20, 2024

ASSETS

Cash

General Fund + Operating	\$	52,429.93	
Designated Funds + Special Projects	\$	27,772.23	
Operations Checking (OWC #335)	\$	7,093.00	
Special Projects Checking (OWC #849)	\$	10,920.00	
First Everett Checking	\$	12,815.00	
			\$ 111,030.16

Investments

Short-Term

Certificates of Deposit (Interfaith Credit Union)	\$	32,279.11
United Methodist Foundation	\$	5,181.18

Long-Term

McGuire/Trade	\$	1,941,373.00	
CNB Liquid Investment	\$	97,566.00	
			\$ 2,076,399.29

Receivables

Building Usage	\$	22,085.00	
Grants (Awarded)	\$	150,000.00	
Pledges	\$	75,000.00	
Intentional Communities Rents	\$	10,000.00	
			\$ 257,085.00

Real Property

Furniture (Appraised)	\$	20,500.00	
Furniture and Equipment (Estimated)	\$	475,000.00	
Capitalized Expenses	\$	1,237,056.00	
			\$ 1,732,556.00

Long-Term Permanently Restricted Investment

Benjamin Lane Trust	\$	85,473.00	
			\$ 85,473.00

Fixed Assets

1 Cleveland Park, Roxbury Parsonage and Land	\$	1,000,000.00	
485 Columbus Avenue, South End Church Building and Land	\$	17,500,000.00	
12 Turner Street, Brighton Parsonage and Land	\$	1,000,000.00	
519 Washington Street, Brighton Church Building and Land	\$	1,500,000.00	
392 Ferry Street, Everett MA Church Building and Land	\$	3,000,000.00	
151 Glendale Street, Everett MA Parsonage and Land	\$	1,000,000.00	
131 Cambridge Street, Boston MA Church Building and Land	\$	15,000,000.00	
			\$ 40,000,000.00

TOTAL ASSETS \$ 44,262,543.45

LIABILITIES

Current Payroll & Withholdings	\$	20,000.00
Accounts Payable: Utilities	\$	5,000.00
Property Insurance	\$	42,371.12
Mission Shares (ministerial support prior to 2022)	\$	102,391.99
Previous Pastor Health Insurance	\$	40,661.41
United Methodist Foundation Loan	\$	36,927.09


TOTAL LIABILITIES \$ 247,351.61

Net Worth \$ 44,015,191.84




2024 Consolidated Budget

This Budget proposal was unanimously approved by the Church Council on February 22, 2024, as prepared by the Finance Committee and approved on February 18, 2024.

Union United Methodist Church 485 Columbus Ave Boston, MA 02118		
2024 Union Combined Parish Budget		
2024 INCOME		
<i>unrestricted</i>		
General Fund		
Offerings		
Individual Donations (Pledges)	\$	550,000.00
Large Undesignated Gifts	\$	25,000.00
Grants		
Mass General 2024 Mitigation Funds (awarded)	\$	200,000.00
Grants Receivables	\$	20,000.00
Accounts Receivables	\$	20,000.00
New Grants	\$	25,000.00
Special Events		
MLK Memorial Breakfast	\$	25,000.00
Intentional Communities		
Hilda Evans House	\$	45,312.00
Brighton Methodist House	\$	33,984.00
Glendale Methodist House	\$	36,984.00
Building Usage		
Old West Church		
Sunrise Daycare Rent	\$	145,656.00
Sunrise Daycare Building Utilities	\$	24,989.90
Sunrise Building Taxes	\$	7,716.00
Metropolitan Community Church	\$	1,620.00
Old West Organ Society	\$	1,000.00
Community Brighton Sanctuary	\$	14,400.00
Glendale Sanctuary	\$	12,000.00
Union South End		
Boston Children's Chorus	\$	32,640.00
Keylatch After School Program	\$	10,000.00
Other Usage	\$	15,000.00
Investment Income	\$	200,000.00
	\$	1,446,301.90



2024 Consolidated Budget

Union United Methodist Church 485 Columbus Ave Boston, MA 02118		
2024 Union Combined Parish Budget		
EXPENSES		
<u>Union Council</u>		
Radical Hospitality: snacks, meals, welcome	\$	10,000.00
Union Advocates: GBIO, etc	\$	5,500.00
Union Disciples: faith formation & spiritual growth	\$	1,500.00
Union Leads: books, education, training, etc.	\$	1,000.00
Union Serves: housing, food pantry, etc.	\$	2,000.00
Ministry Expenses	\$	20,000.00
Total	\$	40,000.00
<u>Connectional Commitments</u>		
Mission Shares (current)	\$	116,547.00
Clergy Representation at AC	\$	4,000.00
Lay Representation at AC	\$	4,000.00
Total	\$	124,547.00
<u>Trustees: Property Insurance</u>		
Workers Comp	\$	14,415.25
Property/ Liability Insurance	\$	107,794.30
Temperatiuve Sensor Surcharge	\$	250.00
Total	\$	122,459.55
<u>Trustees: Church Utilities + Equipment</u>		
All Buildings		
Cleaning/Bathroom Supplies	\$	2,000.00
Inspections	\$	1,200.00
Misc: Repairs, Installations, Contractors, etc.	\$	21,000.00
Snow Removal	\$	1,000.00
Security: Wayne Alarm	\$	1,781.72
Union South End		
Electricity - Eversource	\$	21,500.00
Heat: Oil - Devaney (Union)	\$	45,000.00
Internet/ Phone: Comcast (Union)	\$	12,050.00
Pest Control: B&B Pest	\$	4,000.00
Water (Union)	\$	2,500.00



2024 Consolidated Budget

Old West		
Electric	\$	13,976.00
Fire Assessment	\$	560.00
Heat: Steam	\$	18,416.00
Internet/Phone: Verizon	\$	1,930.00
Pest Control: Brahman	\$	2,275.00
Sunrise Building Taxes	\$	7,716.00
Waste Removal	\$	5,379.00
Water/Sewer	\$	6,054.00
Hilda Evans House		
Electric	\$	4,368.00
Gas	\$	3,549.00
Water	\$	1,668.00
Internet	\$	719.88
Glendale Church		
Electric	\$	3,114.00
Oil	\$	12,468.00
Gas	\$	60.00
Water	\$	175.00
Internet/phone	\$	2,100.00
Glendale House		
Electric	\$	4,000.00
Oil	\$	2,586.00
Water	\$	972.00
Gas	\$	160.00
Internet	\$	719.88
Community Church		
Electric	\$	2,400.00
Oil	\$	3,715.00
Water	\$	120.00
12 Turner		
Electric	\$	4,000.00
Oil	\$	2,449.00
Water	\$	972.00
Gas	\$	150.00
Internet	\$	719.88
	Total	\$ 228,226.48
<u>Administration: Debt Maintenance</u>		
Foundation Loan	\$	11,369.16
<u>Administration: Office Management</u>		
Books	\$	500.00



2024 Consolidated Budget

Payroll Company	\$	1,044.00
Special Printing / Banners	\$	2,000.00
Bank Service Charge	\$	84.00
Citizens Bank Deposit Box	\$	36.00
Software/ Subscriptions: dropbox, subsplash, zoom	\$	15,000.00
Copier Printing	\$	1,500.00
Staples/ ProPrint	\$	3,800.00
Transportation + Travel	\$	10,000.00
Misc.: Other supplies/needs not specified above	\$	2,000.00
Total	\$	35,964.00
Administration: Staff		
Union Admin: David Twiddy	\$	40,296.00
Contextual Education Stipend	\$	4,000.00
Union Sunday Tech	\$	13,000.00
OWC Sunday Tech	\$	3,000.00
Combined Parish Sexton: *new position*	\$	52,000.00
Total	\$	112,296.00
UnionWorships: Staff + Expenses		
Dir. of Music: Plamen Karadonev	\$	80,000.00
Dir. of Radical Praise: Angela Nelson	\$	5,500.00
OWC Worship: Olga Lipina	\$	19,580.00
OWC Worship: Brent Barlow and other musicians	\$	8,000.00
Preacher-in-Residence: Rev. Nikki Renée	\$	10,000.00
Percussionist: Fabio Pirrozzolo	\$	9,100.00
Bassist: David Buda	\$	7,800.00
CCLI Licensing	\$	135.00
Music General Expenses	\$	500.00
Decorations & Communion Elements	\$	1,500.00
Total	\$	142,115.00
Pastoral Staff: Full Time		
Lead Pastor: Jay Williams		
Cash Salary	\$	120,000.00
Housing Allowance	\$	50,000.00
Professional Expenses (Reimbursables)	\$	15,000.00
Health Insurance	\$	21,216.00
Pension	\$	17,063.36
TOTAL:	\$	223,279.36



2024 Consolidated Budget

Discipleship Pastor (Kyle Walden)	
Cash Salary	\$ 70,000.00
Housing Allowance	\$ 35,000.00
Professional Expenses (Reimbursables)	\$ 10,000.00
Health Insurance	\$ 21,216.00
Pension	\$ 13,050.00
TOTAL:	\$ 149,266.00
Executive Pastor (Sara Garrard)	
Cash Salary	\$ 90,000.00
Housing Allowance	\$ 42,000.00
Professional Expenses (Reimbursables)	\$ 12,000.00
Health Insurance	\$ 21,216.00
Pension	\$ 14,940.00
TOTAL:	\$ 180,156.00
Pastoral Staff: Part Time	
Pastor for Congregational Care: Jane Lawrence	\$ 20,000.00
Minister of Creative Engagement: JJ Martinez	\$ 13,000.00
Total	\$ 33,000.00
OPERATING TOTAL	\$ 1,402,678.55
<i>restricted</i>	
Urban Responsibility	
General: benevolence, emergency aid, etc.	\$ 5,000.00
Winter Coat Drive	\$ 15,000.00
Christmas Gift Drive	\$ 5,000.00
Total	\$ 25,000.00
Capital Fund Expenses (capitalized)	\$ 155,000.00
GRAND TOTAL (operating + capitalized) \$ 1,582,678.55	



Lay Leadership / Nominations Report

This Nominations Report was unanimously approved by the Nominations Committee and the Church Council on February 22, 2024.

Lay Leaders — Ruby Blake, Crystal Collier		Church Council Chair — Gary Bailey	
Lay Members to the New England Annual Conference — Sharon Jackson, Karen Spiller			
	Class of 2024	Class of 2025	Class of 2026
Staff Parish Relations Committee	Bruce Bickerstaff	Michelle Carmichael	Karen Spiller
<i>Chair: Melissa Berry-Woods</i>	Delores Tucker	Stephanie Garrett-Stearns	Jo-Anna L. Rorie
	Vincent Smith	Norris Welch	Melissa Berry-Woods
Finance Committee	Nancy Wewiorski	Karen Singleton	David Halbert
<i>Chair: David Halbert</i>	Mary Adjety	Bertha Herring-Daniels	Elsa Bengel
<i>Treasurer: David Jackson, Jr.</i>	David Jackson, Jr.	Erin Holman	
<i>Financial Secretaries: Nancy Wewiorski, Mary Adjety</i>			
Board of Trustees	Carl Long	Natalie Baumgardner	Michael Moehring
<i>Chair: Carl Long (to be elected by Board)</i>	Chadwick Johnson	Angela Nelson	Bill King
	Tonia Barlow	Robert Kelsey	Fred Brown
	John Jemison	Linda White	
Nominations and Leadership Development Committee	Herb Jones	Valarie Berry	Patricia Pettiford
<i>Chair: Pastor Jay</i>	Pauline Durant	Anne Gross	Willie Jones

UNION CHURCH COUNCIL

The Union Church Council (§252) is the "Board of Directors" of the Union Combined Parish, and amenable to the Church Conference (§§246-251). The Union Council will gather monthly and is composed of Team Leads of key committees and boards.

Church Council Chair <i>Gary Bailey</i>	Staff Parish Relations Chair <i>Melissa Berry-Woods</i>	At-Large Members <i>Angela Nelson Maricel Goris</i>	Food Justice Coordinator <i>Karen Spiller</i>
Clergy Team	Trustee Board Chair <i>Carl Long</i>	Diaspora (Online) Representative	Housing Justice Coordinator <i>Stephanie Garrett-Stearns</i>
Lay Leader for Connectional Ministries <i>Ruby Blake</i>	Old West Site Trustee <i>Michael Moehring</i>	Finance Chair <i>David Halbert</i>	Justice + Advocacy Team Coordinator
Lay Leader for Strategy & Coaching <i>Crystal Collier</i>	Union Church Site Trustee <i>John Jemison</i>	Treasurer <i>David Jackson, Jr.</i>	Friends of Union <i>Anne Gross + Scott Lewis</i>
Lay Leader for Volunteerism & Engagement	Glendale Site Trustee <i>Linda White</i>	Financial Secretaries <i>Mary Adjety & Nancy Wewiorski</i>	Radical Hospitality Team Coordinator
Lay Members to Annual Conference	Community Brighton Site Trustee <i>Bill King</i>	Grants Team Coordinator <i>Elsa Bengel</i>	Worship Arts / Music Ministry <i>Robert Kelsey</i>

○ EXECUTIVE TEAM



Ministry Candidates Recertification Report

1. Solomon Teye Alipoh
2. J.J. Martinez
3. Beth Knowlton



Membership Report

<u>New Members</u>			
	Name	Membership	Date
1	Kay Johanssen	Professing	4/2/2023
2	Doc (Yvorn) Aswad	Professing	4/2/2023
3	Carolyn Frantz	Professing	4/2/2023
4	Aric B. Flemming, Jr.	Associate	4/2/2023
5	Charles Evans	Professing	4/2/2023
6	Erin Murphy	Professing	6/18/2023
7	Mara Pollmann	Professing	9/17/23
8	Dylan Blom	Professing	9/17/23
9	Kiev Gambrell	Professing	9/17/23
10	Stefan Fischer	Professing	9/17/23
11	Roxie Rogers	Professing	9/17/23
12	Eric Falley	Professing	9/17/23
13	Lucretia Jones	Professing	9/17/23
14	Rev. Becky Baumann	Professing (<i>Retired Clergy</i>)	12/10/2023
15	Breanna Plaxton	Professing	12/10/2023
16	Jonathan Jayes-Green	Professing	12/10/2023
17	Savannah Doelfel	Professing	12/10/2023

Deaths: Darlene Williams, Ian Cotterell, Patricia Dunson, Lenore Dunson (includes only those on Union's Membership Rolls)

<u>Summary</u>	
Total New Members since February 5, 2023 (Baptized, Affiliate, Associate, Professing, and Pending Baptisms)	16
Professing Membership as of February 5, 2023*	458
New Professing Members since February 5, 2023	16
Deaths of Professing members February 5, 2023	4
Professing Members of legacy Old West UMC	40
Professing Members of legacy Community UMC	24
Professing Members of legacy Glendale UMC	73
Membership as of 25 February 2024	607

*For statistical purposes, only professing members are counted (not baptized, affiliate, associate, or preparatory members).

Sincerely,

*pastor jay**

Rev. Dr. Jay Williams
Lead Pastor

Pastor Sara

Pastor Sara Garrard
Executive Pastor

Pastor Kyle

Pastor Kyle Walden
Discipleship Pastor