Spring Congregational Meeting Report
Sunday, June 28, 2020
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Agenda

Call to Order
Renae Boyum
Moderator

Establishment of a Quorum
the Rev. Steve Swope
Administrative Pastor

Introduction of Don Bjorklund as Parliamentarian
Renae Boyum

Opening Prayer
the Rev. David Pattee
Interim Senior Pastor

Approval of Agenda
Motion by a Congregation Member

Note: if any additions or changes to the agenda are desired, a motion to amend the agenda should be made here.

Approval of Congregational Meeting Minutes
Renae Boyum
2020 Winter Meeting (Feb.9)

Treasurer's Report
David Carruthers
Treasurer

Motion to Affirm
Mark Allen
Decision to apply for a Paycheck Protection Plan loan/grant

Bylaws Amendments to Approve
Mark Allen
Congregational Meeting via Electronic Means
Indemnification of Officers

Reception of Reports from Ministries & Committees
Motion by a Congregation Member

Ratification of 2020-2021 Leadership Slate
Motion by a Congregation Member

Message from the New Moderator
Tricia Aynes

Motion to Extend a Call to the Candidate for Senior Pastor
Keith Boyum
Chair, Pastoral Search Committee

Closing Comments and Prayer
the Rev. David Pattee

Adjournment
Motion by a Congregation Member
1. Moderator Renae Boyum called the meeting to order at 12:23 p.m.

2. Administrative Pastor Steve Swope confirmed that enough congregants were present to establish a quorum.

3. Renae introduced Don Bjorklund as the Parliamentarian.

4. The opening prayer was led by Pastor David Pattee.

5. Approval of Agenda. No additions or changes to the agenda were requested.

**MOTION: To approve Agenda. Moved by Susie Lang, seconded by Wayne Banwell. Motion carried.**

6. The 2019 Spring Congregational Meeting Minutes were approved as presented.

7. State of the Church verbal and written reports were submitted by Interim Pastor David Pattee.

8. Reports:

Update on Pastoral Search: Keith Boyum submitted written and verbal reports regarding pastoral transition updates.
Diversity and Inclusion Task Force: Felicity Figueroa and Lesli Mitchell (co-chairs) submitted written and verbal reports regarding current progress and upcoming events.


![Treasurer's Report For Winter Congregational Meeting Results for Year Ended December 31, 2019](image-url)
3. Contributing items to the larger loss in the General fund included the following:
   a. Additional disability claims costs from our former Senior Pastor that ran an additional (6) six
      months after his formal short-term disability due to our employment agreement obligations
      which totaled about $16.7k; overlapping salary for a short-time period of approx. $4k; and our
      “love” gifts-going-away party costs for the Senior Pastor. Some of these items were partially
      budgeted but the final total costs exceeded the incremental amounts budgeted.
   b. Relocation expense of approx. $10k for the new interim senior Pastor.

4. Capital expense items such as the following for both the General Fund and the ECC totaled
   $75.3k (excludes CIF spending) vs. a budgeted figure of $50.7k, so we over-spent by about $25k:
   a. We spent $39.4k in the first four months of the year, primarily on repairs to the sanctuary roof
      and the Plumer Hall roof due to water damage over a prolonged period of time.
   b. Work done to fix termite damage on the Atwood building and to remove the wooden posts that
      extended out the front of the building which were in very poor shape due to termite and other
      weather damage over the building’s long life.
      Please remember that the life of the Atwood building has far exceeded the original estimated life
      that we anticipated many years ago so it has also required additional work on it to keep it
      functioning properly.
   c. Bathrooms in Atwood were retrofitted recently to add (3) net new toilets to allow the ECC to
      apply to increase our number of kids. We are still in the process of getting the formal approval,
      but are confident we will get the increase. The bathroom cost was approx. $27k. For the A-board
      this was a simple decision as more toilets increases our ability to get kids in and out of
      the bathrooms quicker plus it will allow us to generate incremental revenue. Average revenue
      right now per student is in the $900 range +/- per month. So the payback on this investment is
      relatively short.

5. **General Fund.** Total Income for the General Fund at $531k was ($6.5k) poorer than budget of
   $537.5k primarily due to pledged/non-pledged contributions about (2%) lower but offset to the
   upside by off-budget (prior year late giving and other items of $5.2k. Also: Lower contributions
   for Family Promise and other fund raisers also left us ($2.7k) short.

   The principal areas of spending over budget in 2019, are
   - Buildings & Grounds Expense $21.2k over,
   - Compensation over by $7.8k,
   - Music Dept. was over-budget by a net of ($1.0k) primarily due to over-runs in choral intern hours
     and substitute costs.

6. **ECC.** The ECC had net income of $74.2k vs. a budgeted figure of $56.9k and a LY figure of
   $101.5k While 2019 income was about $70k better than in 2018, labor was ($88.1k) poorer as
   the average labor rate increased significantly as we were forced to increase our labor rates to
   keep employees and move their rates toward the $15 minimum standard that we will need to
   attain in CA, probably in 2021. The labor rate increased from 64.9% in 2018 to 71.1% in 2019,
   as labor rates deteriorated by (6.3%). We are shooting for a labor rate that is more in line with
   2018 at 64.5% in 2020.

7. **Capital Improvement Fund**
   Of particular note, and thanks to the dedication of ICCC’s members and adherents, we paid
   down the principal on the Cornerstone Loan from $1.117mm to $650k. This was the amount in
   the 2019 budget and we were able to pay it down to this level a few months earlier than
   expected. As noted, we have still been receiving contributions beyond the July 2019 official end
   of the Capital Campaign. Once all cost commitments are completed, all additional funds will go
   to paying the loan’s principal and interest. As of year end 2019, the loan has been paid down to
   $631.1k versus a budgeted figure of $644.8k, a positive variance of $13.7k
Questions from the congregation:
Steve Goetz asked when will it be possible to retire the Cornerstone debt? Mark Allen said that is not known at this time, but gave some options in answer to the question.

10. Approval of the 2020 Budget

MOTION: To approve the 2019 Budget as presented. Moved by Daniel Blackburn, seconded by Dale Lang. A vote of the congregation was taken: No abstentions or no votes. Motion carried unanimously.

11. Old Business

Resolution on Climate Change: Dave Smith summarized history of the making of the resolution and its key contents.
MOTION: that Irvine United Congregational Church does sign onto the We Are Still In Declaration as described in the 2020 IUCC Winter Congregational Report. Moved by Dave Smith and seconded by Wayne Banwell. Motion carried.

12. New Business

Revisions to IUCC ByLaws. Diane Rust reported the request made to the Bylaws, Policies and Procedures Committee to change the name of the Ministry for Young People to the Ministry With Young People.

MOTION: To approve the name change of the Ministry for Young People to the Ministry With Young People. Moved by Diane Rust and seconded by Felicity Figueroa. Motion carried unanimously.

13. Adjournment

MOTION TO ADJOURN: Moved by Dave Smith, seconded by Susie Feick. Motion carried. The meeting was adjourned at 105: p.m.

14. The closing prayer was led by Interim Pastor David Pattee.

Respectfully submitted,
Laura Palen
Clerk of the Administration Board
Treasurer – Results for Five (5) Months Ended May 31, 2020

SUMMARY NET INCOME (LOSS) FOR YEAR TO DATE  (k = $ thousands)

<table>
<thead>
<tr>
<th>Operations</th>
<th>IUCCGF</th>
<th>ECC</th>
<th>CIF</th>
<th>PEF</th>
<th>Elim ENTRIES</th>
<th>TOTAL</th>
<th>YTD (5Mo)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$223.6</td>
<td>176.6</td>
<td>0.5</td>
<td>0.0</td>
<td>(27.5)</td>
<td>373.2</td>
<td>488.1</td>
</tr>
<tr>
<td>Expenses</td>
<td>267.7</td>
<td>221.3</td>
<td>21.6</td>
<td>0.0</td>
<td>(27.5)</td>
<td>483.1</td>
<td>530.8</td>
</tr>
<tr>
<td>Net Inc (Loss)</td>
<td>(44.1)</td>
<td>(44.7)</td>
<td>(21.1)</td>
<td>0.0</td>
<td>(109.9)</td>
<td>(109.9)</td>
<td>(42.7)</td>
</tr>
<tr>
<td>Add back depn</td>
<td>52.1</td>
<td>10.4</td>
<td>21.6</td>
<td>0.0</td>
<td>84.1</td>
<td>84.1</td>
<td>62.3</td>
</tr>
</tbody>
</table>

Adjusted NI (L) 8.0 | (34.3) | 0.5  | 0.0  | (25.8) | 19.6

Overview of 2020 Results to date

Key points from 2020 results are as follows:

1. The Church and Child Care Center have basically shuttered their doors from mid March of this year due to the coronavirus pandemic. In response, the following actions have been taken:
   - Church services have continued, but online through YouTube.
   - All 14 church school staff except its Director have been furloughed.
   - We hired a new MYP Director at the end of March who is using YouTube and Zoom technology to good advantage.
   - We have applied for and received a forgivable loan under the federal government’s CARES Act to assist small business and Not-for-Profit organizations: $96,000.
   - Cornerstone has allowed us to defer payment on our loan for 2 months, April and May 2020.

2. Consolidated adjusted Net Income (Loss) was ($25.8)k for this period vs. budgeted Net Income of $19.6k as summarized above.

3. The net assets of the Capital Improvement Fund (CIF) from our three year expansion of facilities (about $2 million) were mostly transferred into the General Fund in January to consolidate our physical assets.

General Fund.

Total Income for the General Fund at $223.6k was $29.5k better than budget of $194.1k. Both pledged and non-pledged contributions exceeded budget for this 5 month period, attesting not only to the strong support of our church family, but to the power of quick adoption of the internet to videotape and broadcast professionally executed Sunday services which have regularly attracted upwards of 80 viewers regularly. Contributions are being received electronically as well as by mailed in checks.
Income also includes an unbudgeted amount of $2.5k received for Family Promise, offsetting a Mission & Service Committee expense to pay for accommodation for needy families in lieu of housing them in our church property during the pandemic. It also includes the expended portion of funds donated by the Boyum family and Yodh Estate for the new pergola, $21.6k, leaving $47.3k yet to be spent (see Note 5 of the Balance Sheet’s Notes Worksheet).

Total Expenses of $267.7k were $19.8k lower than the $287.4k budgeted for these 5 months. The “savings” result from;

- Ministries expenses $6.6k below budget with reduced activity due to the shutdown, except for Mission & Service expense for Families Promise (see above).
- Admin Board $6.3k below budget with little expense to date for the new Pastor Search Committee.
- Utilities $7.3k below budget with lower spending for electricity and water during the shutdown.

**ECC**

Total Income for the Early Childhood Center of $176.6k was little changed from the end of March because of the shutdown. Compared to a 5 month budget of $321.5k, this is a shortfall in Tuition and Registrations revenue of $144.8k.

Total Expenses of $221.3k were $49.6k lower than the $270.9k budgeted. This ‘positive’ variance in expenses is mostly explained by the $31.9k savings in Personnel costs as a consequence of all teaching staff and the cook being furloughed for April and May. Although the ECC was shut down March 15th, staff to be furloughed were paid through to March 23rd and their health benefits through to April 30th, plus a bonus of $500 each. The main expenses being incurred currently and for the foreseeable future are for compensation for the school’s director and an allocation of IUCC office staff time ($12.0k total, in May) and the Center’s fixed monthly contribution to IUCC for Admin expenses $5.5k, (i.e. equivalent to a Rent charge).

As noted above, we have received a forgivable (“Payroll Protection Program”) federal loan, which, in addition to church staff, is currently funding compensation of the church school director (for May and June).

**Capital Improvement Fund**

Except to transfer most of the net assets of the CI Fund to the General Fund, the Fund has no activity in the 5 months year to date except late receipt of a pledged donation of $500, and, depositing/allocating the CARES Act loan funds of $96.0k to the General Fund and ECC as needed. The Cash balance of $40.8k on the May 31st balance sheet represents the unexpended balance of the $96.0 loan.
Plumer Adult Education Endowment Fund

The Fund has a balance of assets at May 31, 2020 of $15,800, unchanged from year end 2019.

Balance Sheet and Cash Reserves

With the transfer of the CiF’s net assets to the GF in January, the Church’s GF balance sheet now shows $2,672.4k in Assets of which $270.2k are in Cash and Short term Investments. (The balance of Cash and Short term Investments at December 31, 2019 was almost $100k lower, at $176.4k.) The balance owing on the Cornerstone Loan is $629.8k, little changed from year end 2019. The full $96.0k of the government loan is shown in Liabilities as at May 31, 2020 and cannot be applied to offset expenses until after June 30th when we apply for and (hopefully) receive full forgiveness of the loan. After deducting Liabilities from Assets, the Net Worth of the General Fund now stands at $1,656.9k.

The ECC’s balance sheet at May 31 shows Assets of $471.6, down $46.6k from the December 31st balance of $518.2k. Cash assets are $121,4k, down $52.3k from $173.7k at last year end.

Looking Ahead

At the time of writing, it is unknown when we will be able to resume in person church services and other meetings on campus, and, open the Childcare Center. When we get to that point, we will likely still be in a social distancing phase which, for the Child Care Center, likely means accepting no more than half of what our operating license permits. This, of course, bears on our ability to generate tuition income, and decisions about staffing needs. It is also creates uncertainties for the Church in planning the call for our new senior pastor, and resumption of halted programs and activities. Because of these uncertainties, the 2020 financial Budgets for the balance of this year are no longer a realistic financial gauge of meeting our goals for 2020.

Summation

I shall be stepping down as Treasurer at the end of my current term ending June 30, 2020. It has been a joy and privilege to once again be an active part of our Church’s mission, serving on the Admin Board and as your treasurer during this past year. In particular, I want to thank Moderator Renae Boyum and our professional staff, the Reverend Dave Pattee and Reverend Steve Swope for their guidance and support. Of course, I must also recognize the substantial support and help I have had from our ever-patient, capable and hardworking Bookkeeper Heidi Wilcox, as well as our former treasurer Mark Allen.
Attachments

Attached are the following 2020 financial statements:

- IUCC General Fund
  a. Income Statement May 31, 2020 month and year to date, compared to budget
     (6 pages)
  b. Balance Sheet May 31, 2020 (1 page)
- IUCC Early Childhood Center
  a. Income Statement May 31, 2020 month and year to date, compared to budget
     (1 page)
  b. Balance Sheet May 31, 2020 (1 page)
- IUCC Capital Improvement Fund
  a. Income Statement, year to date May 31, 2020 (1 page)
  b. Balance Sheet May 31, 2020 (1 page)
- Plumer Adult Education Endowment Fund
  a. Balance Sheet May 31, 2020 (1 page)

Respectfully submitted,
David Carruthers
Treasurer, 2019-2020
<table>
<thead>
<tr>
<th>Irvine United Congregational Church</th>
<th>General Fund Income Statement</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>For Five Months Ended May 31, 2020</strong></td>
<td><strong>Year to Date</strong></td>
</tr>
<tr>
<td><strong>Actual</strong></td>
<td><strong>Budget</strong></td>
</tr>
<tr>
<td><strong>Income:</strong></td>
<td><strong>Total Contributions</strong></td>
</tr>
<tr>
<td><strong>Contributions:</strong></td>
<td><strong>Pledged Contributions</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Non-Pledged Contributions</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Total Contributions</strong></td>
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<tr>
<td><strong>Other Income:</strong></td>
<td><strong>ECC - Administrative Contribution</strong></td>
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<tr>
<td></td>
<td><strong>Rental Income - Woodbridge Parking</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Interest Income</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Total Other Income</strong></td>
</tr>
<tr>
<td><strong>Expenses:</strong></td>
<td><strong>Fund Raisers/Other - Note 3</strong></td>
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<tr>
<td></td>
<td><strong>Miscellaneous Income (Expense) - Note 4</strong></td>
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<td></td>
<td><strong>Total Income</strong></td>
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<tr>
<td><strong>Ministries:</strong></td>
<td><strong>Pastoral</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Christian Education</strong></td>
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<tr>
<td></td>
<td><strong>Music</strong></td>
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<tr>
<td></td>
<td><strong>Office</strong></td>
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<td></td>
<td><strong>Total Ministries</strong></td>
</tr>
<tr>
<td><strong>Committees:</strong></td>
<td><strong>Computer Technology Committee</strong></td>
</tr>
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<td><strong>Buildings &amp; Grounds</strong></td>
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<td><strong>Fund Development</strong></td>
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<td><strong>Total Committees</strong></td>
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<td><strong>Other:</strong></td>
<td><strong>Interest Expense (fka Debt Service)</strong></td>
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<td><strong>Administration Board</strong></td>
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<tr>
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<td><strong>Depreciation</strong></td>
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<td><strong>Office Expense - excluding Depreciation</strong></td>
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<tr>
<td></td>
<td><strong>Utilities</strong></td>
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<tr>
<td></td>
<td><strong>Total Other</strong></td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>267,056</strong></td>
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<td><strong>Net Income (Loss) or Chg Net Assets</strong></td>
<td><strong>(44,104)</strong></td>
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<td><strong>Adj. Net Inc. (Loss) or Change Net Assets</strong></td>
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<td><strong>(1,776)</strong></td>
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<td>Expense Detail:</td>
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<td>--------------</td>
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<tr>
<td></td>
<td>Actual</td>
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<td>Compensation and Expenses</td>
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<td>Christian Education</td>
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<td>Director of Adult Programs/AEM Director</td>
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<td>260</td>
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<td>7,120</td>
<td>6,974</td>
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<td>Music and Fine Arts</td>
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<td>Director Comp.</td>
<td>3,035</td>
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<td>87</td>
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<td>2,063</td>
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<td>504</td>
<td>589</td>
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<td>6,585</td>
<td>6,474</td>
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<td>Current Month</td>
<td>Variance</td>
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<td>----------</td>
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<tr>
<td>Actual</td>
<td>Budget</td>
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<tr>
<td>Office</td>
<td>2,710</td>
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<tr>
<td>Church Administrator</td>
<td>100</td>
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<tr>
<td>Church Administrator - Benefits</td>
<td>0</td>
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<tr>
<td>Administrative Pastor - Wages</td>
<td>13,509</td>
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<tr>
<td>2,810</td>
<td>2,761</td>
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<tr>
<td>Sub-total - Church Administrator</td>
<td>14,009</td>
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<tr>
<td>Bookkeeper</td>
<td>2,931</td>
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<td>Bookkeeper - Wages</td>
<td>17,014</td>
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<tr>
<td>200</td>
<td>204</td>
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<tr>
<td>Bookkeeper - Benefit</td>
<td>1,000</td>
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<tr>
<td>3,131</td>
<td>3,186</td>
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<td>Sub-total - Church Administrator/Bookkeeper</td>
<td>18,014</td>
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<tr>
<td>879</td>
<td>392</td>
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<td>Technical Aide</td>
<td>2,120</td>
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<tr>
<td>20</td>
<td>20</td>
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<td>Payroll Taxes - Office</td>
<td>1,652</td>
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<tr>
<td>6.914</td>
<td>6.991</td>
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<tr>
<td>Total Office Payroll</td>
<td>35,835</td>
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<tr>
<td>2020</td>
<td>270</td>
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<tr>
<td>N/A</td>
<td>Less. Reimbursement from ECC</td>
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<tr>
<td>4,544</td>
<td>4,176</td>
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<tr>
<td>Net Office</td>
<td>21,881</td>
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<tr>
<td>28,726</td>
<td>28,522</td>
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Grand Total Compensation
28,726

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<th>Variance</th>
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**Ministry for Young People**

**Mission and Service**

**Music Ministry**

**Membership Ministry (Ika New Member Dev.)**

**Stephen Ministry**
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<th>% Better &lt;br&gt;Post-&lt;br&gt;(Poorer)</th>
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Worship
- Guest Speakers
- CO Ministry
- Lilly Grant - Worship Services
- Flowers
- Bulletin Covers
- Supplies
- UDC - Worship Expenses
- UDC - Worship Income

Total

Sub-Total Ministries

Committees:
- Technology Committee

Buildings and Grounds
- General Facilities Maintenance
- Janitorial Labor
- Landscape Maintenance
- Exterior Lighting
- Supplies
- Pest Control
- Carpet Cleaning
- Other

Total

Fund Development

Other:
- Cornerstone Fund

Administration Board
- Discretionary Fund
- Our Church’s Wider Mission
- Leadership Retreat
- Conference Per Capita Dues
- Southern Aasnc. Dues
- Scholarships
- Historian Expenses
- Search Committee Expenses
- Miscellaneous

Total
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<th>% Better (Poorer)</th>
<th>Year to Date</th>
<th>Variance</th>
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<td><strong>Total</strong></td>
<td>954</td>
<td>1,958</td>
<td>994</td>
<td>51%</td>
<td>7,502</td>
<td>9,792</td>
</tr>
<tr>
<td><strong>Taxes and Insurance</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>Property Taxes</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>827</td>
<td>750</td>
<td>(77)</td>
<td>10%</td>
<td>Insurance - General</td>
<td>4,135</td>
<td>3,750</td>
</tr>
<tr>
<td>695</td>
<td>633</td>
<td>(62)</td>
<td>-10%</td>
<td>Insurance - Earthquake</td>
<td>3,367</td>
<td>3,167</td>
</tr>
<tr>
<td>110</td>
<td>108</td>
<td>(2)</td>
<td>-2%</td>
<td>Insurance - Workers Compensation</td>
<td>426</td>
<td>542</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,633</td>
<td>1,492</td>
<td>(141)</td>
<td>0</td>
<td>7,928</td>
<td>7,458</td>
</tr>
<tr>
<td><strong>Utilities</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>907</td>
<td>2,292</td>
<td>1,385</td>
<td>60%</td>
<td>Electricity</td>
<td>6,246</td>
<td>11,458</td>
</tr>
<tr>
<td>33</td>
<td>208</td>
<td>175</td>
<td>84%</td>
<td>Gas</td>
<td>324</td>
<td>1,042</td>
</tr>
<tr>
<td>116</td>
<td>83</td>
<td>(33)</td>
<td>-39%</td>
<td>Trash Disposal</td>
<td>722</td>
<td>417</td>
</tr>
<tr>
<td>49</td>
<td>54</td>
<td>5</td>
<td>9%</td>
<td>Bioswale</td>
<td>246</td>
<td>271</td>
</tr>
<tr>
<td>426</td>
<td>792</td>
<td>366</td>
<td>48%</td>
<td>Water</td>
<td>2,290</td>
<td>3,958</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,531</td>
<td>3,429</td>
<td>1,898</td>
<td>55%</td>
<td>9,829</td>
<td>17,140</td>
</tr>
<tr>
<td><strong>Sub-Total Other</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18,608</td>
<td>22,712</td>
<td>4,104</td>
<td>18%</td>
<td></td>
<td>97,296</td>
<td>113,688</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>53,165</td>
<td>58,891</td>
<td>5,726</td>
<td>10%</td>
<td></td>
<td>267,656</td>
<td>287,424</td>
</tr>
</tbody>
</table>
IRVINE UNITED CONGREGATIONAL CHURCH
GENERAL FUND BALANCE SHEET -- May 31, 2020

ASSETS

Cash and Short Term Investments:
Cash:
   CK - Bank of America 174,613
   Building Fund/Construction - Bank of America 0
   Petty Cash 136
Total Cash 174,749

Short Term Investments:
Money Market Accounts:
   Bus. Interest Maximizer - Bof A 5,032
   Cap-Pacific Western 79,842
   E*TRADE Securities LLC 500
Total Money Market Accounts 85,374
UCC Cornerstone Fund 10,000
Total Short Term Investments 95,374

TOTAL BANKS 270,123

Other Assets:
   Accounts Receivable 179
   Prepaid Expenses 9,224
   Deposits 9,403
Property and Equipment 2,392,921

TOTAL ASSETS 2,672,447

LIABILITIES AND NET WORTH

Liabilities

Long-Term Debt:
   Current Maturities of Long Term Debt 0
   Cornerstone Fund Loan 629,781
   Sinking Fund Notes Payable, including accrued interest 0 629,781

Other Liabilities:
   Unexpended Designated Contributions - Note 5 68,378
   Accrued Payroll 10,500
   Accounts Payable 76,587
   Accounts Payable (OCWM Dues) 2,303
   Accrued Cornerstone Interest 5,067
   Designated Contribution to Reduce Principal 700
   Prepaid Pledges 94,780
   Prepaid Non-Pledge 86
   Deferred Revenue (Woodbridge Village) 878
   PACWestern PPP Loan 96,000
   Pastor Paul Camper Fund 3,863
   Capital Improvement Fund - Woodbridge Lease Agreement 26,646

TOTAL LIABILITIES 1,015,569

Net Worth 1,656,878

TOTAL LIABILITIES AND NET WORTH 2,672,447
NOTE 1 - NOT USED AT THIS TIME

Note 2 - Facility Use Contribution

Rent from Islam Unified World Mosque 500
Buddhist Meditation Group 1,200
It's A New Morning Group 500
Other Facility Use Income 333

2,533

Note 3 - Fund Raiser Income/Other

AmazonSmile.com Referrals 111
Winter Solstice Choir Concert (2019) 100
Adult Holiday Party - Auction 639

849

Note 4 -- Miscellaneous Income

In-Kind Donation
  MYP 30

30
Pergola/Patio Donations recognized as income 21,560
Other

21,590

Note 5 -- Unexpended Designated Contributions:

Un-Invested Plumer Endowment Funds held by IUCC 5,800
Memorial Gifts - Non-Designated 1,765.00
Memorial Gifts - Designated 1,605.00
Lilly Endowment Fund 186.44

Total Special Gifts 3,566
Pastor's Emergency/Assistance Fund 572
Other 58,449

68,378
Irvine United Church - Early Childhood Center (ECC)
Five Month Ended May 31, 2020

<table>
<thead>
<tr>
<th>Current Month</th>
<th>Variance % Diff</th>
<th>Year-To-Date</th>
<th>Variance % Diff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual</td>
<td>% Budget</td>
<td>% Pos (Neg)</td>
<td>% Pos (Neg)</td>
</tr>
<tr>
<td></td>
<td>B(P)</td>
<td></td>
<td>B(P)</td>
</tr>
<tr>
<td>Income:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuition:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0.0% 13,233</td>
<td>20.6%</td>
<td>(13,233)</td>
<td>-100.0%</td>
</tr>
<tr>
<td>0.0% 15,790</td>
<td>24.6%</td>
<td>(15,790)</td>
<td>-100.0%</td>
</tr>
<tr>
<td>0.0% 12,146</td>
<td>19.1%</td>
<td>(12,146)</td>
<td>-100.0%</td>
</tr>
<tr>
<td>0.0% 22,047</td>
<td>34.6%</td>
<td>(22,047)</td>
<td>-100.0%</td>
</tr>
<tr>
<td>0.0% 190</td>
<td>0.3%</td>
<td>(190)</td>
<td>-100.0%</td>
</tr>
<tr>
<td>Total Tuition</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0.0% 63,406</td>
<td>99.5%</td>
<td>(63,406)</td>
<td>-100.0%</td>
</tr>
<tr>
<td>0.0% 500</td>
<td>0.5%</td>
<td>(500)</td>
<td>-100.0%</td>
</tr>
<tr>
<td>5</td>
<td>0.0%</td>
<td>(5)</td>
<td>-100.0%</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>0.0%</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Total Income</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>100%</td>
<td>(63,708)</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Expenses: Personnel Expenses:
- Employee Compensation incl. P/R Taxes: 4,837, 30,357, 47.6%, 25,521 84.1%
- IUCC Office Staff Reimbursement: 2,270, 2,784, 4.4%, 515 18.5%
- Substitutes: 739, 718, 1.1% 21 2.9%
- Workers' Compensation Insurance: 4,121, 3,522, 5.5% 599 17.3%
- Medical Expenses: 11,967, 40,160, 63.0% 28,194 70.2%

Expenses: Other Expenses:
- Administration: 5,500, 5,500, 8.6% 0.0%
- Advertising: 500, 50, 0.1% 50 100.0%
- Building Repair & Improvements: 175, 0.3% 175 100.0%
- Conferences: 420, 0.1% 42 100.0%
- Depreciation: 1,998, 1,998, 3.1% 78 3.9%
- Educational Supplies: 500, 310, 0.5% 310 100.0%
- Equipment: 183, 0.1% 183 100.0%
- Janitorial Contract: 1,070, 940, 1.7% 87.3%
- Licensing: 0, 0.0% 0 0.0%
- Medical Supplies: 117, 0.2% 117 100.0%
- Miscellaneous: 633, 633, 1.3% 816 98.2%
- Office Supplies: 140, 0.2% 140 103.2%
- Paper Products & Cleaning: 183, 0.3% 183 197.9%
- Professional Pubs & Dues: 125, 0.2% 125 100.0%
- Telephones: 195, 0.3% 195 0.7%

Other Expenses: Net Income (Loss) or Change Net Assets:
- (20,276) 10,496 16.4% (31,388) 209.0%
- Adjusted Depreciation (non-cash expense): 2,076 1,998 78
- Adjusted Net Income (Loss) or Adjusted Net Assets: (18,814) 12,494 19.6% (31,308) 250.5%
IRVINE UNITED CHURCH EARLY CHILDHOOD CENTER
BALANCE SHEET -- May 31, 2020

**ASSETS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash in Bank of America</td>
<td>42,006</td>
</tr>
<tr>
<td>Business Interest Maximizer - BofA</td>
<td>79,257</td>
</tr>
<tr>
<td>Petty Cash</td>
<td>90</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>270,874</td>
</tr>
<tr>
<td>Play Yard Renovation/Equipment</td>
<td>79,045</td>
</tr>
<tr>
<td>PrePaid Administrative Contribution</td>
<td>0</td>
</tr>
<tr>
<td>PrePaid Licensing</td>
<td>282</td>
</tr>
</tbody>
</table>

**TOTAL ASSETS** 471,555

**LIABILITIES AND NET WORTH (DEFICIT)**

**Liabilities**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable (IUCC)</td>
<td>0</td>
</tr>
<tr>
<td>Payroll Liabilities</td>
<td>(223)</td>
</tr>
<tr>
<td>Tuition Deposits</td>
<td>32,772</td>
</tr>
<tr>
<td>Deferred Tuition</td>
<td>1,138</td>
</tr>
<tr>
<td>COVID-19 -- Deferred Tuition</td>
<td>26,659</td>
</tr>
<tr>
<td>Hold Your Space Deposit</td>
<td>5,625</td>
</tr>
<tr>
<td>Accrued Payroll</td>
<td>13,564</td>
</tr>
<tr>
<td>Advance for Purchase</td>
<td>0</td>
</tr>
<tr>
<td>Deferred W/C Premium Refund</td>
<td>0</td>
</tr>
<tr>
<td>Unexpended Designated Funds - Note 1</td>
<td>3,387</td>
</tr>
</tbody>
</table>

**Total Liabilities** 82,821

**Net Worth (Deficit)** 388,733

**TOTAL LIABILITIES AND NET WORTH (DEFICIT)** 471,555

**Note 1 - Unexpended Designated Funds:**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activities</td>
<td>194</td>
</tr>
<tr>
<td>Half Day Late Pick-up</td>
<td>263</td>
</tr>
<tr>
<td>Holiday/Fall FundRaiser</td>
<td>0</td>
</tr>
<tr>
<td>Showtime Dance Company</td>
<td>799</td>
</tr>
<tr>
<td>LifeTouch Nat'l School Studios</td>
<td>88</td>
</tr>
<tr>
<td>Highlight Photography</td>
<td>154</td>
</tr>
<tr>
<td>Spring FundRaiser</td>
<td>1,032</td>
</tr>
<tr>
<td>FamilyFunNight/Parent's Nite Out</td>
<td>0</td>
</tr>
<tr>
<td>Donation</td>
<td>1</td>
</tr>
<tr>
<td>Playground Equipment</td>
<td>857</td>
</tr>
</tbody>
</table>

3,387
## Capital Improvement Fund - IUCC
### Profit & Loss
#### January through May 2020

<table>
<thead>
<tr>
<th>Income</th>
<th>Jan - May 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>40000 · Rev. from direct contributions</td>
<td></td>
</tr>
<tr>
<td>40100 · Pledged gifts</td>
<td>500.00</td>
</tr>
<tr>
<td>40110 · Building Loose</td>
<td>0.00</td>
</tr>
<tr>
<td>Total 40000 · Rev. from direct contributions</td>
<td>500.00</td>
</tr>
<tr>
<td>Total Income</td>
<td>500.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expense</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>62400 · Depreciation Expense</td>
<td>21,628.16</td>
</tr>
<tr>
<td>Total Expense</td>
<td>21,628.16</td>
</tr>
</tbody>
</table>

| Net Income                                  | -21,128.16   |


<table>
<thead>
<tr>
<th>ASSETS</th>
<th>May 31, 20</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
</tr>
<tr>
<td>Checking/Savings</td>
<td></td>
</tr>
<tr>
<td>10000 - CASH</td>
<td></td>
</tr>
<tr>
<td>10100 - Bldg Fund/Construction - BofA</td>
<td>40,836.09</td>
</tr>
<tr>
<td><strong>Total 10000 - CASH</strong></td>
<td>40,836.09</td>
</tr>
<tr>
<td>Total Checking/Savings</td>
<td>40,836.09</td>
</tr>
<tr>
<td><strong>Accounts Receivable</strong></td>
<td></td>
</tr>
<tr>
<td>11000 - Accounts Receivable</td>
<td></td>
</tr>
<tr>
<td>11200 - A/R — IUCC</td>
<td>28,796.00</td>
</tr>
<tr>
<td><strong>Total 11000 - Accounts Receivable</strong></td>
<td>28,796.00</td>
</tr>
<tr>
<td>Total Accounts Receivable</td>
<td>28,796.00</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>69,632.09</td>
</tr>
<tr>
<td><strong>Fixed Assets</strong></td>
<td></td>
</tr>
<tr>
<td>16000 - Fixed Operating Assets</td>
<td></td>
</tr>
<tr>
<td>16610 - Phase 1</td>
<td></td>
</tr>
<tr>
<td>16111 - Documentation</td>
<td>26,892.55</td>
</tr>
<tr>
<td>16112 - domusstudio fees</td>
<td>85,672.57</td>
</tr>
<tr>
<td>16113 - Office Supplies - Bldg</td>
<td>281.09</td>
</tr>
<tr>
<td>16114 - Parking Study</td>
<td>17,000.00</td>
</tr>
<tr>
<td>16610 - Phase 1 - Other</td>
<td>-129,846.21</td>
</tr>
<tr>
<td><strong>Total 16610 - Phase 1</strong></td>
<td>0.00</td>
</tr>
<tr>
<td>16650 - Soft Costs</td>
<td></td>
</tr>
<tr>
<td>16651 - Furniture &amp; Fixtures</td>
<td>24,185.92</td>
</tr>
<tr>
<td>16650 - Soft Costs - Other</td>
<td>-24,185.92</td>
</tr>
<tr>
<td><strong>Total 16650 - Soft Costs</strong></td>
<td>0.00</td>
</tr>
<tr>
<td><strong>Total 16000 - Fixed Operating Assets</strong></td>
<td>0.00</td>
</tr>
<tr>
<td>17000 - Accumulated Depreciation</td>
<td></td>
</tr>
<tr>
<td>17110 - Phase 1 - Other</td>
<td>23,144.35</td>
</tr>
<tr>
<td>17111 - Documentation</td>
<td>-5,407.85</td>
</tr>
<tr>
<td>17112 - Domus Studio Fees</td>
<td>-15,090.02</td>
</tr>
<tr>
<td>17113 - Office Supplies</td>
<td>-34.98</td>
</tr>
<tr>
<td>17114 - Parking Study</td>
<td>-2,611.50</td>
</tr>
<tr>
<td><strong>Total 17000 - Accumulated Depreciation</strong></td>
<td>0.00</td>
</tr>
<tr>
<td><strong>Total Fixed Assets</strong></td>
<td>0.00</td>
</tr>
<tr>
<td><strong>Other Assets</strong></td>
<td></td>
</tr>
<tr>
<td>19750 - Due from (to) other funds</td>
<td></td>
</tr>
<tr>
<td>19760 - Due from (to) IUCC General Fund</td>
<td>26,701.00</td>
</tr>
<tr>
<td><strong>Total 19750 - Due from (to) other funds</strong></td>
<td>26,701.00</td>
</tr>
<tr>
<td><strong>Total Other Assets</strong></td>
<td>26,701.00</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>96,333.09</td>
</tr>
</tbody>
</table>

**LIABILITIES & EQUITY**

Liabilities

Current Liabilities
## Capital Improvement Fund - IUCC

### Balance Sheet

As of May 31, 2020

<table>
<thead>
<tr>
<th>Accounts Payable</th>
<th>May 31, 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>20000 · Accounts Payable</td>
<td></td>
</tr>
<tr>
<td>20100 · A/P — IUCC General Fund</td>
<td>130,90</td>
</tr>
<tr>
<td>20200 · A/P — IUCECC</td>
<td>224,461.82</td>
</tr>
<tr>
<td>Total 20000 · Accounts Payable</td>
<td>224,592.72</td>
</tr>
<tr>
<td>Total Accounts Payable</td>
<td>224,592.72</td>
</tr>
<tr>
<td>Total Current Liabilities</td>
<td>224,592.72</td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>224,592.72</td>
</tr>
</tbody>
</table>

### Equity

| 30000 · Unrestricted Net Assets   | 108,465.37       |
| 30005 · Retained Earnings Unrestricted | 1,210,427.78   |
| 90000 · Transfers to Other Funds  |                  |
| 90100 · Transfers to General Fund | -1,426,024.62    |
| Total 90000 · Transfers to Other Funds | -1,426,024.62  |
| Net Income                        | -21,128.16       |

Total Equity: -128,259.63

TOTAL LIABILITIES & EQUITY: 96,333.09
IRVINE UNITED CONGREGATIONAL CHURCH
PLUMER ADULT EDUCATION ENDOWMENT FUND -- May 31, 2020

ASSETS

United Church Foundation, Inc. $10,000
Funds held by IUCC $5,800

TOTAL ASSETS AND FUND BALANCE $15,800

STATEMENT OF CHANGES IN FUND BALANCE

Five Months Ended May 31, 2020

Beginning Fund Balance $15,700
Interest Income $100
Donations to Plumer Endowment Fund $0

Expenditures --

ENDING FUND BALANCE $15,800

NOTE: Investment Summary as of December 31, 2019 $16,576.39 Market Value
Investment Summary as of September 30, 2019 $15,530.36

Variance: $1,046.03
A Letter from the Moderator

Dear Congregation,

As you know, the Pastoral Search Committee has chosen an outstanding candidate for our next Senior Pastor. We are thrilled to find someone with the kind of personality, credentials, drive, and community spirit that this candidate brings to the table. You’ve read about the candidate, so you know what tremendous gifts and assets this individual can use to energize and invigorate our church.

We want you to be aware, however, that we’ve discovered to our chagrin that our salary and benefits package for the new senior pastor was much too low for our area. At the candidate’s behest, we did a survey of what comparable pastors in Irvine are being paid, and we realized we need to “up our game” to be competitive. Top notch candidates expect and deserve to be compensated fairly and appropriately. We were basing our package on Conference Guidelines that cover both California and Nevada, and they were too low a benchmark for Irvine. All of our newer staff members have cost more than their predecessors, and it turns out that the senior pastor position is no exception. We have been too complacent with our long-term staff and not adjusted our compensation packages as we should have.

Accordingly, to provide fair and comparable salary and benefits, we’ve needed to increase the package by about $35,000 over what was budgeted. The total package of salary, housing allowance, benefits, health insurance, child care, and professional expenses comes to $169,329.

The Administration Board was charged with negotiating the terms of the Call Agreement. Its members discussed the financial ramifications of the salary package thoroughly and recommended we move forward with the Call.

These are difficult financial times for many institutions, including our beloved church. We had to close our preschool due to the shutdown over COVID-19, which set us back quite a bit. Some make think it unwise to take on this additional financial burden in light of economic uncertainty. However, we believe IUCC needs a settled pastor sooner rather than later. The congregation is hurting, and we need comfort and stability. Difficult times require strong and steady leadership, and we believe this candidate is the perfect person to lead us through the current crisis and beyond.

With God’s help and blessing, we believe that all will be well. We ask you to join us in this leap of faith so that we can move forward in calling our new Pastor!

In faith and community,

Renae Beyum,
Moderator
Update on the Short- & Long-Term Financial Status of IUCC

Mark Allen, Treasurer-Elect

The current pandemic brings serious financial challenges to the congregation. This short report is meant to set the stage for informational forums and, likely, congregational meetings over approximately the next sixty days.

Here is the overview, and please see also a somewhat longer report that is posted on the IUCC website. You can see it here.

The Early Childhood Center (or “the preschool”) is a very important financial contributor to IUCC. Even with a somewhat conservative forecast, we anticipated a net income (a profit) from the preschool at $113,000 for 2020. Because of the pandemic and the need for social distancing among staff and children, the preschool licensing authority has reduced our capacity to about 35 children, down from our normal 63. At best the ECC will operate at breakeven for now. The net is that the ECC’s own budget will show a loss that could reach ($75,000) plus or minus $25,000.

For the general fund the impacts will include losing rent from the preschool, and a reduced charge from the general fund to the ECC for support salaries. I am still working out the net impact on the general fund, but overall we will miss our 2020 budget by a wide margin.

We don’t know how long this will last. But prudently, we should expect no significant income from the preschool through mid-2021 to possibly the end of 2021.

On the positive side, the church received a Payroll Protection Plan loan through the CARES Act. The amount is $96,000, and as long as it is spent on specific items, it will be forgiven. It is effectively a gift from the US government.

Again on the positive side, congregational giving has remained strong, even a little over projections for 2020 YTD.

The coming of a new settled pastor may spur interest in IUCC, and growth in membership and new giving may be on the horizon. Both of those things happened when Pastor Paul came initially to IUCC.

It is possible but not assured that another financial bailout will eventually be passed by Congress, and there are voices in the debate that argue for financial help for preschools. At this point we cannot count on this aid.
We will be discussing the establishment of a separate nonprofit entity for our preschool. By doing this we may access some further help from a Federal Payroll Retention Credit Program.

The overall summary is this. We are now planning for budget forums to ensure that we all have a good handle on this, and we anticipate a possible congregational meeting within the next sixty days. To be discussed are innovations such as the establishment of an emergency fund, the adoption of higher goals for congregational giving, ratifying the preschool as a separate nonprofit corporation, the establishment of a line of credit (probably with Cornerstone (the United Church of Christ affiliate that has our present mortgage), and potential budget cuts across the board that will no doubt hurt.

There is much to discuss. Please watch for the announcement of forums on these issues, and please be in touch directly with me, if you like, at madallen@msn.com or 612-868-1939. Please also join me in affirming, as a matter of faith and high resolve, that IUCC will indeed emerge “on the other side” as a strong beacon and force in our lives and in our broader community.

To help in all of this, I strongly recommend that the congregation vote today (on June 28) to amend our bylaws [a] to allow for electronic congregational meetings, and [b] to indemnify officers, agents, and members of IUCC against claims and lawsuits due primarily to the COVID-19 virus. (Please see the longer report on the IUCC website for many more details on this indemnification request).

Motion of Affirmation

RESOLVED: That Irvine United Congregational Church does hereby:

Approve, with thanks to congregational leaders, the taking out of a “Paycheck Protection Plan” loan in the amount of $96,000 from PacWest Bank.

(RATIONALE: This loan was taken out by the Administration Board, using its existing power to act for the congregation between congregational meetings. This would approve the action, albeit after the fact. If used for specific purposes, the Government of the United States will forgive this loan. It is effectively free money.)
Proposed Amendments to IUCC’s Bylaws

WHEREAS: Irvine United Congregational Church bylaws and other organizational and financial arrangements generally have served the congregation well in times when in-person gatherings were routine and non-threatening; and

WHEREAS: The pandemic of 2020 and the threat of COVID-19 disease have made many in-person gatherings unwise, and have led congregational leaders to propose ways of doing church business without requiring large in-person gatherings; and

WHEREAS: The pandemic has led the licensing authority for the IUC Early Childhood Center (ECC) to greatly reduce the allowable number of children to be served, with the consequence that the ECC will not be able to offer the financial support to the congregation that was planned for in the budget adopted by the congregation on February 9, 2020; and

WHEREAS: The risk of disease transmission in the ECC may open the congregation to claims or lawsuits;

BE IT THEREFORE RESOLVED: That Irvine United Congregational Church does hereby:

1. At Article 8, CONGREGATIONAL MEETINGS, add a new Section 6 as follows.

   Section 6. CONGREGATIONAL MEETING VIA ELECTRONIC MEANS

   A. By a majority vote of both the Administration Board and the Ministries Board, a congregational meeting may be held by electronic means.

   B. Any electronic meeting shall be preceded by a forum held at least seven (7) days beforehand, where members of the congregation may ask questions and discuss issues.

   (RATIONALE: This allows an appropriate response to emergencies, including but not limited to earthquake, tsunami, fire, civil insurrection, or pandemic.)

2. Authorize the Administration Board to make changes to IUCC Bylaws that explicitly indemnify any IUCC director, officer, employee, agent, or member who suffers a loss because of their service to IUCC, and to add to the agenda of the next Regular or Special meeting of the congregation a motion to secure congregational approval of the bylaw or bylaws.

   (RATIONALE: This will take working with a lawyer, and the Administration Board has retained a lawyer for this purpose and other immediate questions.)
IUCC Leadership Slate for 2020-21

Moderator                        Tricia Aynes
Admin. Board Chair              Daniel Blackburn
Treasurer                       Mark Allen
Admin. Board Clerk              Laura Palen
Congregational Representatives  Dorothy Duncan, Jon Ingal, Penny Portillo
Ministries Board Chair          Felicity Figueroa
Ministries Board Clerk          Karolyn Fenc
Adult Programs                  Eduardo Arismendi-Pardi
Advocates for Peace & Justice   Dave Smith
Communications                  Cindy O'Dell
Congregational Care             Lorraine Fox/Cheryl Arismendi
Deacons                         Cheryl Trobiani
Fellowship                      Brian Pearcy-Schofield
Hospitality                     Alex Ingal/Teri Olson
Membership                      Randy Romine/Matt Mirmak
Ministry with Young People      Lauren Louie/Shanthi Nataraj
Mission and Service             Steve Goetz/Sharon Lynn
Music                           Pat Sauter
Stephen Ministry                Janet Johnson/Jeanne Maag
Worship                         Craig Tyrl
Buildings & Grounds             Teri Houston
Bylaws/Policies/Procedures      Anne Rosse
Child Care Center               Keith Boyum
Fund Development                Renae Boyum
Human Resources                 Dale Vaughan
Technology                      VACANT
Moderator

Since we last met as a congregation in February, there has been one constant that has dominated our personal lives and our lives as a congregation – COVID 19. As a faith community, we have met the challenge of this pandemic with resolve, resiliency, and purpose.

In March, 2020 we closed the Child Care Center till such time as it is safe to open. We furloughed the preschool teachers. We also kept the Director, Irma Rosales, on staff to insure continuity, to communicate with parents, and to plan for the future.

In March, we also temporarily stopped in-person worship services. We have been blessed to be able to continue worshipping “together” using technology. Pastor Dave, along with Pastor Steve, and our sound technician, Alyssa Wilkins have worked tirelessly to make our virtual worship services be meaningful, spiritual, and professional. Chris Peterson, our Director Music, has worked with our accompanist, Josh Chandra, and our choral interns -- Brianna, Jacob, and Steven -- to bring the powerful gift of music to our church "homes". Many members have commented how much the Sunday service means to them and how thankful they are to have the chance to "be together" in faith and community.

Also, in March, we closed the campus to all groups (both IUCC and community-based). Our church office has remained open, but the rest of the campus is shuttered until it is safe for us to occupy the spaces. As a result, meetings and gatherings have taken place using the Zoom technology. The Ministries and Administration Boards have continued to meet monthly to ensure that the business and programs of IUCC continue. The Pastoral Search Committee met many times to discuss, discern, and finally identify a candidate to be our next settled pastor. Adult education offerings have continued. The Child Care Committee continues to figure out next steps for our preschool. The Diversity and Inclusion Task force continues to meet on a regular basis. In short, the life of our church goes on.

Our next set of challenges will be how to envision our future in a COVID 19 world -- When will we be able to gather in person? What changes will we will have to make to worship, to meetings, to coffee hours? How will we get to know our new pastor? -- and others we probably haven't even thought of.

Our newly elected leaders, led by our new moderator, Tricia Aynes, will provide thoughtful, caring, and excellent leadership. Our hopefully soon-to-be new pastor, the Reverend Sarah Halverson-Cano, will bring new ideas, energy, and insights to us all. Our staff -- Pastor Steve, David Perez, Chris Peterson, Irma Rosales, and those they lead and supervise -- will continue to provide amazing support. And we will do all of this in faith and community!

Thank you for the opportunity to be the Moderator of IUCC! What a blessing it has been to me and what a blessing all of you -- my IUCC family -- are to me!

Renae Boyum
Administration Board Chair

This year did not turn out like any of us were expecting it to. While church leadership had been monitoring the spread of Covid-19 since February, none of us expected the impact to be as dramatic or as lengthy as it has turned out to be. Still, IUCC has adapted and continues to find ways to be "creatively spiritual". At this point we don’t know when we will be able to resume in-person worship. Leadership is closely monitoring the local situation and guidance from state & local health agencies as well as conference/UCC recommendations on how to keep our congregation safe. Safety has been and will continue to be our number one priority, which is why we’re taking the extraordinary step of holding this meeting remotely. When we are fully satisfied that it is safe to recommence in-person worship we will do so; cautiously and methodically. There is going to be a long period where worship looks very different from what we’re used to, but one day we will all be able to gather together again at IUCC.

The impacts of Covid-19 have been just as strong on our preschool. The ECC has long been one of the most visible ways that IUCC interacts with our local community, and in recent years has also provided a strong financial benefit to IUCC. Now however, after having been shut down due to Covid-19 for nearly 3 months and with many uncertainties remaining around how and when it will reopen, we can no longer rely on the financial contributions from the ECC. I’ll leave the details to the treasurer's report, but suffice to say it is going to be a long-term challenge for us. However, we have a well-run and well-liked preschool and I am confident that it too will eventually be able to return to normal.

This last year has been a time of transition for IUCC. At last year’s Spring Meeting we had just bidden farewell to Pastor Paul and were welcoming Pastor Dave as Interim Senior Pastor. We also elected a Pastoral Search Committee charged with finding our new Senior Pastor. Now, just over a year later that work has been completed and during our meeting we will carefully consider if the candidate brought forward is the right fit for IUCC. Personally, I am well pleased with both the candidate and with the process the committee engaged in. This was a long and difficult process for everyone involved and I would like to thank the committee for the countless hours they have put into it.

The Admin Board primarily serves an oversight function, monitoring and guiding the work of several committees and task forces that ensure our church is well run and properly funded. It is the dedicated effort of those committees that provides IUCC the environment to be IUCC. Each of them has also provided a report, so rather than reiterating their work, I would like to just thank each of them for their efforts. Without their efforts none of what we do here at IUCC would be possible.
• The Early Childhood Center Committee led by Keith Boyum
• Building & Grounds led by Teri Houston
• Bylaws, Policies & Procedures led by Diane Rust
• Stewardship led by Susie Lang and Janet Emery
• Human Resources led by Dale Vaughan who has been an invaluable resource during the last 3 months

I would also like to thank my fellow board members: our moderator Renae Boyum, clerk Laura Palen, treasurer David Carruthers and our congregational reps Penny Portillo, Apoorva Ghosh, and Dorothy Duncan.
Ministries Board Chair

One thing we can say definitively about this past year: it has been eventful! We bade goodbye to our dear Pastor Paul, greeted Interim Senior Pastor David Pattee, wished a fond farewell to our beloved Pastor Sarah, hailed our recently hired Ministry with Young People Director David Perez and will soon be issuing a hearty “Welcome home!” to our new permanent pastor. Lots of changes, but all the while the Ministries Board has continued its task of coordinating and promoting the myriad projects of IUCC’s wonderful Ministries and of the church in general. Here are some of the highlights:

- We hosted a wonderful participatory art exhibit by IUCC member Jenna McCarty last June in Plumer Hall that resulted in some beautiful group creations by many of our congregants.
- We engaged in a long discussion about diversity in our pastoral search committee and in church leadership in general. These themes were then explored in depth at our Leadership Retreat and continue to be a driving force as we look toward a more inclusive church body in the future, shepherded in part by a revitalized Diversity and Inclusion Task Force (hopefully soon to become a Ministry in its own right).
- We had our Pastor Potlucks again over the summer, to the delight of everyone involved. This year, the Youth organized the July Potluck, while Mission and Service oversaw the one in August and the Choir ran September’s event.
- We held our annual Ministries Fair on February 16 after both services. A flyer was handed out containing descriptions of all the ministries, and sign-up sheets were at every table to get more people involved. In addition, at our Ministries Board meetings we include a Volunteers Needed line item to help the individual Ministries find willing hands for their projects.
- We said goodbye to long-time and much-loved church member Joan Thompson as she moved down south to be with her daughter.
- We decided it was proper to add preferred pronouns to all our communications. (This is still new for us, so please forgive if we sometimes forget!)
- With the arrival of COVID-19, we successfully transitioned to online church services and Zoom meetings for all Ministries Board and individual Ministry meetings. Although in some groups we lost a few of our usual attendees, in others we got new recruits. We have also now added the Diversity & Inclusion leaders, Lesli Mitchell and Jenna McCarty, and Matt Mirmak, the Chartered Organization Representative for Scout Troop 602 and Pack 697, to our regular Ministries Board meetings.
- Finally, we are grateful to the Stephen Ministry for instituting a call-in census of all church members and regular visitors to ensure their well-being and technological confidence in this time of COVID-19. Thank you!

And thank you to all the Ministry Chairs for their hard work and dedication to the mission of this church. We couldn’t do what we do without you!

In peace,
Felicity Figueroa (she/her/hers)
Interim Senior Pastor

I believe all of the church’s last year can be seen through the lens of the COVID-19 crisis, which really began for us in March 2020 with a full-on scramble to review all of our ministry, reinvent much of it, and repackage most of it. Leaders, both member-volunteers and staff, were amazingly effective, adapting to emergency conditions and prioritizing communication, caregiving, and continuity in our core ministries. I think we can see in these last four months what really matters to IUCC, what it’s capable of, and what’s possible for its future. Some have suggested that this is a terrible time for the person nominated to serve as the next settled senior pastor to actually begin her ministry with IUCC. I see it differently, and I bet she does too. Right now, IUCC is geared up and ready, committed and organized for its present configuration of ministries, knowing that there must be change to answer the challenges and meet the opportunities ahead.

Leaders have acted to reduce and/or defer expenses, to appeal to our investors and contributors to maintain their financial support as best they could, to apply for grants and loans where we saw that serving the congregation’s best interests, and to make the investments required to keep us strong and moving forward. As people were directly impacted (furloughed ECC teachers and contracted service providers) we did our very best to be just and to emphasize our desire to continue in relationship.

The resources of the church – with respect to both revenues and expenditures, and the stewardship of all our assets -- have been managed faithfully, with intelligence, caring, and clear commitment to IUCC’s mission. Volunteers and staff have performed admirably.

From meetings to study and fellowship groups and worship services, we moved our life together online with remarkable speed and effectiveness. While there is much that we miss by not being together in the flesh, use of internet platforms made meetings and programs more accessible for many people. Things start on time, and the parties in attendance tend to be well focused on the reason for the gathering. Presentations, discussions and attendance have been excellent in online groups, with a rich mix of themes and topics. The search committee pressed on with its work and the Diversity & Inclusion Task Force met more frequently than before the crisis. Online coffee hours and other fellowship gatherings have been fun. Online does not replace in-person, but I have been, more than a few times, happily surprised by the richness and productivity of internet meetings.

Worship is one area where the shortcomings and the gains of online meeting are especially magnified. The nature of worship is a high-touch communal enterprise, making a joyful noise, being there for and with each other and offering ourselves together in praise of the God from whom all blessings flow. Though we have done very well creating a weekly worship videocast that invites participation, and we are getting better as we go, it just doesn’t have the depth or energy of gathering in the sanctuary on Sunday morning, and I don’t see how it ever could. (Just think about the limitations related to singing, or to Holy Communion.) Also, some who have less technological savvy are easily frustrated in gaining access to the online service and interacting through the Facebook chat function and the
Zoom coffee hour. On the other hand, our videocasts are engaging many more people than we ever have present in person on a Sunday morning.

- We’re reaching people who have a history of attending, and would come but can’t now because of COVID-19;
- We’re reaching people whose “church home” is IUCC, but they rarely attend in person because of disability, distance or other circumstances;
- We’re reaching people in this area who are looking for a place to connect, some of whom might engage us in person once the crisis has passed; and
- We’re reaching a surprising number of people who live far from here, and have little or no prior connection, and are engaging IUCC as an online community of faith.

Looking forward to the resumption of in-person on-campus worship services, we are informed by SCNCUCC and CDPH guidelines, cautions from our insurance company, and lots of conversation among the staff and with lay leaders. When we start again, it won’t just be a return to what we used to do, it will be the beginning of something new and, as we do with everything else, we’ll learn and adjust and improve along the way.

The plan developing is to continue offering online videocast worship services, Sundays at 11 a.m., following the same format we’ve used for the last several months. However, we will try to adapt our process and, perhaps, change the platform, so that the Welcome, Prayers and Sermon can be offered live from the sanctuary on Sunday morning. Other elements of the service would be prerecorded, as they are now. As we learn how to manage this process, it should be possible to add in some elements of live music but, to begin, we want to keep it very simple.

At this point we are aiming to begin in-person on-campus worship services, one each Sunday at 11 a.m., starting August 16, with new video equipment that will allow us to conduct the online service and the on-campus service simultaneously. This service in the sanctuary would include the live Welcome, Prayers and Sermon referenced above and, for all other elements of the liturgy, use recordings prepared for the videocast, played over the sanctuary screens. At this time, it is not possible to have live singing or responsive/choral reading.

The in-person on-campus service could include up to 50 people in the sanctuary: four staff, plus four deacons, plus an additional 42 worshippers who may reserve a seat by e-mail or on the website. Those who show up without a reservation will need to sign in with name and email. If we hit the capacity of 50 in the sanctuary, we can accommodate a few more sharing the service by screens in the meeting rooms. Masks would be required for all and provided for those who forget.

- The sanctuary and meeting rooms will be set with no more than the allowable number of chairs, placed according to guidelines. We cannot let people stand, crowd or set up extra chairs.
• Before the service, worshippers will enter the narthex by the center doors and bear to the right, entering the sanctuary through the west doors by the sound booth. After the service, worshippers will exit through the east doors by the cry room and go through the meeting rooms to reach the patio and parking lot. Offering plates will be positioned by both sets of sanctuary doors. There will be no passing of plates in the service.

• It will be necessary for ushers to manage this process – most especially check-in, seating and exiting -- and to receive some training so they are clear on what to do and how to do it.

• At this time, there is no good way to have a fellowship hour that includes food or beverage.

Caregiving is another area where we saw both gains and shortcomings in the use of technology over the last year. Holding a hand, giving a hug, looking into someone’s eyes, the immediacy and intimacy of physical presence can’t be replaced no matter how good the technology. And, in general, we all miss being “with” people. There have been a few occasions in recent months when I felt called to carefully bridge social distance. However, technology has been a big help in the ordinary exercise of caring ministries. Telephone, email and Zoom have been very useful in helping people get what they need, whether it’s facemasks, or groceries, or coaching on how to navigate the internet. And I’ve done more pastoral counseling by Zoom than I did before in person.

Of special note is the congregational census project coordinated by our Stephen Ministers with support from other volunteers. It was a pretty big piece of work, but was divided into manageable commitments, yielding very valuable results. It was important to just make the connections, members knowing that they were not forgotten or lost in the churn of social distancing. There was value in what we learned about members’ circumstances, needs and interests, which enabled us to offer direct assistance and/or follow-up support. There was value in the freshening of our relationships, the updating of information, and the correction or amendment of church records. In sum, this project strengthened our community through a kind of connection that needs to continue, and to be regularly repeated. We should be intentional about knowing “what’s up” with our members, and not just because of a crisis, especially members we don’t see regularly or often.

I am remembering that the Chinese word for crisis merges two characters, one meaning danger, and the other meaning opportunity. The COVID-19 crisis has brought terrible losses, and undeniable danger. But it has also brought us opportunity. We have learned and are learning truths about ourselves and our mission, and skills for our ministry that it would be foolish and wasteful not to carry into our future.
Administrative Pastor

It's been said there are three kinds of people in the world: those who make things happen, those who watch things happen, and those who stand on the sidelines exclaiming with great consternation, “My God, what happened!”

It would be understandable if we took the last option. By the middle of March we were well and truly into terra incognita: “Here there be dragons and viruses.” And Covid-19 has affected all of our ministries, adult education and facilities not the least.

Yet many people made things happen this year! I want to thank Eduardo Arismendi-Pardi, Bil Aulenbach, Kelly Garrity, Al Gumb, Terry LePage, Jim Martin, Craig Repp, and Eileen Vincent who led various classes. Ken Wyant continues to bring insight and humor into Tuesday Bible Study.

Eduardo, Bil, Tricia & Jim Aynes, Renae Boyum, Lorraine Fox, Anne Rosse, and Craig Tyril led Comma Groups. And not only did they gather and facilitate, they also identified creative service projects and learned how to Zoom! My abiding thanks to them all!

I'm also grateful to be part of IUCC’s staff with David Perez, Chris Peterson, Irma Rosales, and Heidi Willcox. Renae Boyum always makes sure I feel needed, and is ever supportive and encouraging. And it has been a singular blessing, as a former interim minister, to work with Pastor David Pattee during this interim period!

Ron Buford and John Dominic Crossan shared their wisdom, and we celebrated the 31st annual Thanksgiving service at University Synagogue. It was disappointing not to greet John Pavlovitz in March, but I am confident he will be with us somehow, before too long.

We have continued to repair and upgrade the aging parts of our campus – removing a badly deteriorated patio cover and giving our buildings a consistent and fresh color palette. The glass “store front” on Plumer Hall has been straightened, stabilized, and sealed, and the main doors repaired; one AC unit was also replaced.

Preschool restrooms were enhanced to serve a larger enrollment. Parking-lot lights were converted to LED. The sanctuary sound system was repaired and improved. Now we await the completion of our new patio cover, which will provide both shade and visual appeal, completing our campus facelift.

I want to mention the groups who were meeting at IUCC when we were forced to shut down in mid-March: Alcoholics Anonymous, Amnesty International, Climate Reality OC, Friends of OC Detainees, Living Awake Buddhist Study, Progressive Clergy OC, Unified Mosque of Irvine. Scout groups were also affected: Troop 602, Pack 697, District Committee, Order of the Arrow. All have been cooperative, patient, and understanding.

Respectfully submitted,
Steve Swope, Administrative Pastor
Advocates for Peace & Justice

The Advocates for Peace and Justice are a ministry of IUCC created eleven years ago. Our charge at that time: was that “the Advocates for Peace and Justice Ministry reviews public policy issues, with a goal of taking stands informed by Christian teaching. Advocates exchange information, and from time to time invite IUCC members and friends to support a position. A particular emphasis is on writing letters to local newspapers. By writing, we 1) encourage IUCC members and friends to name, consider, and embrace norms that we think are consistent with progressive Christianity: 2) remind us all that public policy matters; 3) energize ourselves on matters of social justice; taking a stand is the parent of taking action: 4) claim the title "Christian" for progressives, rather than conceding the name to evangelicals and fundamentalists, and 5) alert the community that we are here.”

We took that mission seriously and have attempted to carry it out over the past year. Of course, it was an unusual year, with the pandemic the past three months have been unusual (and, indeed, some in-person events that were in the early planning stages ended up “on hold” – in mid-March a large gathering after church on Homelessness 101 in Orange County, our annual “booth” at the Great American Write-In in late March, a talk on Divided Cities by Scott Bollens at about that time, some plans for co-sponsoring events with Green Faith, etc.). Still in my archived e-mails there were over 300 referring to IUCC Advocates activities since our last June congregation meeting! Some high points: Our big event last summer was a forum on the Green New Deal with visiting speakers and a presentation from the OC Sunrise Movement on June 30 (despite some “competing” events on campus it was well attended). In early July, a resolution on addressing climate change via carbon dividends – written by our own Jim Martin – was passed at the national General Synod. As usual, the Advocates put out a large number of “patio letters” (usually addressed to newspaper editors and US Senators, sometimes to other public officials): Among the topics this year – no war with Iran, the detention of children immigrants, the federal administration’s attempt to change food stamp rules, policies reducing academic freedom for criticizing US foreign policy or Israel, a call for an end to private prisons, promotion of more humane government budgets. These patio letters are an active part of our ministry that was impossible in the usual form with Covid-19 the past three months. Another sort of “letters” that we deal with are those that involve civic/social advocacy group formal “sign-ons” – many of these are in response to national calls. These require a “vote” – usually via our online listserv and e-replies. We did several of these this year involving environmental justice and climate change, protesting the end of an Immigration and Customs Enforcement (ICE) phone hotline for immigrants, and most recently – in early June a national letter calling for the United Nation’s Human Rights Council to mandate a special inquiry into police violence in the United States in the wake of George Floyd’s brutal murder in Minneapolis. We did a bit less this year, because of the pandemic and stay-at-home orders this spring. But we are planning to “gear up” this summer in terms of a “remote” Advocates and look forward to another interesting and active year – with hopes that better days are ahead for our nation, state, county, city and church!

Respectfully submitted,

Dave Smith, Chair, Advocates for Peace & Justice
Bylaws, Policies & Procedures Committee

Introduction: The Bylaws, Policies and Procedures Committee serves in an advisory capacity to the Administration Board to support good church governance.

Recently, the Administration Board approved one proposed bylaw change. Per Article 16 of the IUCC Bylaws, amendments to the bylaws must be approved by the Administration Board and the congregation. The congregation shall have 10 days prior notification of the proposed amendments when there is a vote at an upcoming congregational meeting. Changes to policies and procedures are approved by the Administration Board and do not require congregational approval.


Bylaw Change: Bylaws concerned with the youth ministry were updated with the new name, Ministry with Young People.

Policies and Procedures: The Administration Board approved new policies and procedures for the disbursement of the Pastor Paul Camper Funds.

Discussed by the Bylaws, Policies and Procedures Committee but not yet approved by the Administration Board were 1) voting privilege for the Ministries Board Youth Representative on matters that do not involve financial decisions and 2) an addition to the Vision Statement “…by becoming a more culturally diverse congregation.” This was actually approved by the Administration Board some years ago but did not get officially added.

Many thanks to the committee members Anne Rosse, Keith Boyum, and Ron Steiner for their careful and committed work.

Respectfully Submitted,
Diane Rust, Chair – Bylaws, Policies and Procedures Committee
Child Care Center Committee

The pandemic changed nearly everything about the Child Care Center. As the new year dawned, it was a thriving entity that served both a community in need of its programs and our congregation in furtherance of its mission while offering very substantial financial support to IUCC. Then in March, first our clients stayed home rather than coming for our classes and our child care, and then we closed the Early Childhood Center, furloughing all of the staff save for Director Irma Rosales.

The Administration Board was generous to staff. The Administration Board awarded each a $500 bonus, and agreed on a month-to-month basis to pay “both ends” of their health care benefits. On furlough, teachers have been receiving “regular” unemployment compensation, plus the $600 per week provided by the Federal CARES Act (lasting through July 31).

The questions now before us are when to reopen and under what standards and conditions, including under what financial circumstances.

The standards and conditions for reopening seem apparent, if burdensome. State licensing guidelines in a COVID-19 era specify required and recommended practices, including smaller and contained groupings of children that change our student-teacher ratios, making them somewhat more expensive.

Given these guidelines, we would be able to serve, at most, about half of our pre-pandemic enrolled kids.

When to reopen depends of course on the public health conditions of our region. It also, crucially, depends on what our clients want and will send their kids to. On one hand, orders from the Governor of California have consistently exempted child care facilities from mandatory shut-downs: people and certainly some “essential” workers need child care. But on the other hand, demand for our learning and care services is at an all-time low as parents rightly feel concerns about sending their kids to day care. (One church-affiliated preschool in Irvine that has remained open now serves just 5% of the children that they served pre-pandemic.)

Ways forward seem to include these things.

- Staying alert to pandemic conditions for California and our region.
- Maintaining awareness of licensing and public health requirements and best practices.
- Surveying parents will be crucial: if we reopen, will they come, and in what numbers?
- Making plans for recall of staff. It’s very likely we won’t recall all of them.
- Figuring out financial models is also in front of us. While we want to anticipate a thriving Early Childhood Center once again, post-pandemic, we may have a near term in which the Center offers no financial support to IUCC, apart from draws against existing reserves.
- Reopening the Center, when we think we can.
- We are also exploring some policy options for the Center. We will work with the Administration Board to get ready for a future that is brighter than our COVID-19 present.

Keith Boyum, Chair
Communication Ministry

Working from recommendations made by the Community Building Task Force of 2018, the Communications Ministry provided:

- Timely and frequent updating of our website, iucc.org, with an emphasis on providing calendar-type information about events and regular activities on the home page.
- Photos and videos of events (until Covid-19 interfered)
- Using our budget to buy Facebook ads promoting specific events, including choir concerts, as well as Christmas services. Ad buying has ceased since Covid-19 restrictions but six ads between May 2019 and January drew considerable attention, especially the ones promoting speakers (Ron Buford and John Dominic Crossan).
- Using Facebook, Instagram and Twitter to communicate with the congregation and potential visitors.
- Organized volunteers to host at table at OC Pride in 2019 where crocheted hearts and a proved very popular. Special thanks to Kathi Smith for creating a lovely business-size card to accompany them and to begin the crocheting process. Volunteers continue to work on hearts even though the event is cancelled for 2020.
- Helped coordinate the posting of online services beginning in March with truly live services and later with premiere videos posted by Alyssa Wilkens with a great deal of work done by Pastor David Pattee, Steve Swope and Chris Peterson to make the videos both clear and interesting. The videos are posted by Alyssa each week on Facebook and then shared to the closed group page and on the iucc.org home page. The latter allows non-Facebook users to see the video, although they cannot comment as it plays for the first time.

Use of the IUCC website remains strong with more than 18,000 visitors over the last year and 36,000 pageviews. Visitors have dropped off over the last few months because of the temporary closure of the preschool although general use of the site to find out information about upcoming virtual services have made up for some of that.

We’ve added 300 “followers” to our Facebook page, with an ever-increasing number since January.

Tricia Aynes continues to produce the fine newsletter, providing an opportunity for various members of the congregation, our pastors, moderator and chairs to connect with IUCC members and friends. A link to the newsletter goes out near the first of every month from Steve. It can also be found by going to the IUCC website.

We welcome your ideas! Please submit ideas to odellcindy19@gmail.com.

Please like/follow our Instagram/Facebook/YouTube and Twitter accounts and share from the IUCC Facebook page on your own timelines to spread the word about IUCC.


Respectfully submitted,

Cindy O’Dell, Communications Ministry Chair
Congregational Care Ministry

CARDS SENT
Cards were sent to members of the congregation and others with ties to IUCC to provide well wishes for those struggling with medical issues, sympathy and care for those dealing with grief and loss, and reminders care and concern for those needing reassurance. In a nod to our “green faith” resolution we switched to sending “e-cards” rather than using paper and postage most of the time.

PRAYER SHAWLS
Throughout the year, on a monthly basis, prayer shawls are made, blessed by members of the congregation, and distributed to those members who are celebrating a significant life event, those members struggling with illness, and those members grieving the loss of a loved one.

CORRESPONDENCE
There was regular correspondence with those asking for prayer, as well as regular inquiries regarding updates on prayer requests made previously so that those on the prayer chain could be specific in our thoughts, requests, and prayers of gratitude as situations changed in congregants lives.

PHONE CALLS
Calls were made to members who are no longer able to attend services regularly or to those in need of immediate contact during times of crisis.

VISITS AND VIRTUAL VISITS
Occasional visits are made to those needing in-person support and during the current Covid-19 Crisis we have been able to keep “in touch” (via magnetic waves) with various members of the congregation due to our participation in various “Zoom” group visits, including the weekly Women’s Book Club and the weekly Women’s breakfast.

PRAYERS
Members of the “Prayer Chain” are committed to holding up those of the prayer list daily, asking the Spirit to extend the love of God and of the community to those asking for prayer. Prayer list is updated and distributed to those on the prayer chain weekly; follow-up calls and emails to assess current situations.

We experience it as a privilege to be able to be part of a group of volunteers acting as the “hands and heart” of Jesus to those in our church community, who need and deserve to receive tangible demonstrations of the care, concern, and love of their church family.

Submitted by,
Cheryl Arismendi & Lorraine Fox
Deacons Ministry

The Deacons team was co-chaired in 2010-2020 by Craig Tyrl and Cheryl Trobiani. Craig took responsibility for creating our monthly schedule of early and late teams; and Cheryl attended meetings.

Members of the Deacons team in 2019-20 were, at various times:

- Linda Avery
- Mano Baghbani
- Sue Baghbani
- Apoorva Ghosh
- Steve Goetz
- Alex Ingal
- Jon Ingal
- Janet Johnson
- Marilyn Kessler-West
- Ken Matsuyama
- Lyle Norton
- Randy Romine
- Christine Roy
- Bob Stalter
- Peggy Stalter
- Irene Thornton
- Cheryl Trobiani
- Craig Tyrl
- Jan Wilson
- Ken Wyant

The team of IUCC early service Deacons provides set up of the sanctuary and patio areas. They serve as greeters at the doors and take up the collection. On first Sundays, they assist in serving the Communion.

Late service deacons serve as greeters, put the sanctuary back in order after the service, collate the guest lists from the red books, take down tables, chairs and umbrellas from the patio areas, and lock up all doors within the sanctuary, meeting areas, and children’s play yard. They too take up the collection each Sunday and assist in serving Communion on first Sundays.

Deacons lent their services to the holiday services, the choir concerts, Easter and Maundy Thursday services – as requested. We lent a hand for special events, such as the opening of the new patio and the farewell event for Sarah Fiske-Phillips.

Since the closing of our church to in-person services due to the COVID-19 California shelter-at-home order, the Deacons have been awaiting the reopening of the physical church to services. The team awaits decisions about re-opening – with precautions to be taken for social distancing and protection of the Deacons and our congregation, choir and pastors.

The service of Deacons to the congregation is a joyful one! – that we hope contributes each Sunday to community building.

Respectfully submitted,
Cheryl Trobiani 06-08-2020
Diversity & Inclusion Taskforce

Meeting times: We meet every Sunday at 12:30. The 2nd and 4th Sunday are our formal diversity and inclusion meetings, and the 1st and 3rd Sunday we meet for an informal chat over zoom.

Over the past 3 months, the Diversity and Inclusion Task has been working to clarify our mission and our purpose within the church. Well aware that there are many groups within our church that deal with oppression and discrimination, we are currently exploring ways that our group can serve a larger purpose. We are currently considering transforming the diversity and inclusion task force to be more like a large umbrella that has various small task forces under its shelter. In this model, the umbrella would be the central leadership that would serve to coordinate the task forces so that we could all learn from, support and educate each other. Though we would like to maintain the racism task force, we hope that others will express interest in leading other task forces. Other task force groups that could be helpful might include veterans, recovery, LGBTQ, Transgender, sexism, ageism, etc. All task forces could have panels, speakers and general discussions that the church body and general public could attend. The leadership in our task force would consider also operating the larger coordinating umbrella, but that needs to be discussed in our group. We wish to educate ourselves more about intersectionality and how it impacts all of our lives in terms of race, class, education, gender identity, sexism, ableism, etc.

Though our mission statement regarding the racism task force needs to be perfected and agreed upon, here is a general construct:

Our purpose and mission is to understand systemic racism and personal experiences of racism in our lives and in our world through panels, education, speakers and discussion so that we can grow as individuals, as a church and attract others interested in our mission.

Our group has had several events. On March 9th, we attended the American Monument at UCI Beall Center where we listened to recordings from incidents of police brutality/killings against African Americans and inept/incomplete police files “documenting” these incidents. As a follow up, our group watched a CBS racial profiling video on data driving policing and then discussed policy, our thoughts and feelings. On May 3rd, Reverend Yvette Flunder presented on zoom to our group. Our task force asked Reverend Yvette Flunder how we can make our church more diverse and her presentation was an answer to our question. Reverend Flunder helped us develop more insight with regards to the concept of diversity. She reminded us that wanting a diverse church does not mean that we just want to see more brown faces, but rather it means we need to think about who we are as a church and how we can attract people that celebrate our values. Yvette Flunder taught us that we need to understand who we are as a church, what our values are so that we can attract those that would be interested in our values. Our desire for diversity cannot include all people and all different types of thoughts because our church values of equity has its own parameters and limits in terms of who might fit our values.

This presentation from Yvette Flunder inspired us to think about who we are as a task force, what attracted us to IUCC and what our interests and values are. At our meetings thus far, we have worked on defining who we are as a group and learning more about each other personally. We have learned to be aware of intersectionality in our group, where there may
be racial, class, gender, recovery, military veterans, civil rights activists—people from all walks of life that can bring more texture and understanding to our journey. During the Covid-19 pandemic and the murder of George Floyd, we have been a wonderful, powerful respite for each other to process racism, inequity and ways that we can be a part of the solution through activism and personal expression/connection.

Up and Coming:

Terry LePage will lead our task force on Compassionate Communication, a framework to help us communicate in our small groups in a more productive and effective manner. In addition, upcoming we plan to discuss microaggressions and how they manifest in our world sociologically and personally. We will discuss how to address micro-aggressions when they occur so that we can feel empowered in our lives. In addition, Terry LePage will look into possibly leading a Racists Anonymous groups at our church.

Tentatively in August, Lesli Mitchell will give a zoom and power point presentation about the History of Black Hair, which everyone will be invited to. In addition, Lesli Mitchell’s brother, William Rogers, has agreed to speak on behalf of his intersectional experience as an African American, gay man.

Our task for will continue coordinating with NAACP and MASC (multi-racial Americans of Southern California). Felicity works with NAACP and attends their meetings and Lesli is close to being on the board for MASC. We hope to use these connections to bring more speakers and community interaction with our church.

Lesli, Jenna and Eduardo hope to have more art/poetry included in the process of expression and healing as it pertains to healing, racism and discrimination in general. Eduardo, as a math professor, has expressed interest in sharing ways in which information about various ethnic groups contributions to math around the world have been largely ignored in academia and how this has impacted society and racist thought.

And finally, we will continue to encourage the recommendations from the previous DITF brought forth by the May 2019 Diversity and Inclusion Taskforce report. These include:

--recommending that the Bylaws, policies and Procedures Task Force make sure that IUCC’s hiring policies encourage diverse applicants and a thorough and complete process that lends itself to an inclusive diverse staff.

--recommending specifically the Worship Committee, Music Committee and The Ministry for Young People to integrate readings, music, poetry and other elements into worship in a way that diverse and inclusive of societies oppressed groups.

--The DITF recommends the use of small groups as a way to increase diversity and inclusion.

Please feel free to join us, as we would love your input and ideas!

In Peace,

Lesli Mitchell, Jenna McCarty & Eduardo Arismendi-Pardi.
Fund Development Committee

The year 2020 was one of change for Fund Development mainly because of the new timing of our Stewardship Campaign from the usual season in the fall to Epiphany in January.

This change began with the idea from Pastor Sarah Sarchet Butter’s doctoral dissertation suggested by Pastor Dave. Many churches in the United Methodist and other denominations have successfully changed their giving timing and the committee embraced the idea as a way to introduce an exciting new idea to the church.

This change required the support of not only the Administrative Board but our treasurer, Mark Allen. The person most affected by the change was our long-time bookkeeper Heidi Willcox who had the largest share of adapting to the new change. We are grateful to Heidi for her continued dedication and extra hours of work spent on this change to bookkeeping for IUCC.

Reasons for the change were not only to introduce something new to the congregation instead of the previous “welcome back from summer, please fill out your pledge card” but to one of allowing the church to focus entirely on fall and winter programs.

Advance planning and communication to the congregants of the change began in the late summer of 2019 with regular announcements from the pulpit and in the bulletin and newsletters. In December, the letter to Leadership requesting their pledge by the end of the year began and the letter to the general congregation was sent after Christmas.

Instead of having a Stewardship Campaign which ran for 6 weeks or longer previously, this Campaign was only 4 weeks long-January 4-26th, 2020. Members Craig Tryl, Keith Dillon, and Lesley Wheland provided the congregation with weekly creative skits to inspire pledging. The campaign brought in $369,734 of pledges for our revised budget of $380,000. This amount is very similar to the close of several previous Stewardship Campaigns.

At this time of Covid-19 no formal in-person fund raisers are planned until the “Stay at Home” parameters are changed. Thank you to everyone who adapted to the change and made their pledge for 2020.

Respectfully Submitted,
Janet Emery & Susie Lang
Co-Chairs Fund Development Committee
Hospitality Ministry

The Bylaws of IUCC has the expectation of Hospitality to provide a personal extension of the Congregation to members, visitors, and newcomers. Hospitality is also tasked with providing supplies and volunteers to host post-worship service social gatherings (Coffee Hour). Hospitality is proud to say that we have met and exceeded our obligations for the year and look forward to overcoming the challenges ahead.

This year could have never been a success if it wasn’t for all the moving parts. We thank the previous chairs for helping guide us through the intricate workings of Hospitality and thank Pat Sauter for continuing to order coffee and other supplies on our behalf. We thank the deacons for their work on table setup, as well as the Membership Ministry with their assistance on finding volunteers to host coffee hour. Finally, we want to thank all those who volunteered to host and help in other ways. Coffee Hour only exists due to the aid of those who volunteer.

With new leadership comes many changes. Hospitality has decided to start a documentation of all processes and procedures used as well as common issues and how to resolve them. We have slightly changed the kitchen layout as well as the sign up documentation. To help encourage digital sign ups, we made an easy to remember tiny URL (tinyurl.com/IUCCHospitality). By the suggestion of the Green Faith Committee, we have shifted most of our disposable plastic to biodegradable material to improve our impact on the environment.

Looking forward, Hospitality sees themselves evolving to meet the moment. In the era of the Coronavirus, we have been unable to provide a physical coffee hour but thanks to the creative thinking of Terry LePage, Hospitality has still met their bylaw requirements of providing an extension of the church after service through the form of Zoom Virtual Coffee Hours. Eventually IUCC will meet in-person once again and a physical coffee hour will resume, but it will have to change with the times. We encourage everyone to reach out to the Hospitality Ministry at jalexingaliucc@gmail.com to voice your ideas or concerns with regards to Hospitality moving forward. The ideas from you are what caused the changes of this year and it will be ideas from you that will keep Hospitality strong next year as we work to minimize the risk of cross-contamination while still providing a medium for post-service gatherings.

J. Alex Ingal & Teri Olson
Membership Ministry

Our Ministry responsibilities include providing visitor hosts for Sunday services, administering programs to greet visitors and provide them with relevant materials, soliciting and orienting new members, managing membership classes and working closely with ministries, boards and committees to assimilate new members into the life of the church.

In addition to co-chairing, Randy and Tommie also serve as visitor hosts for both services. Kaytee Macdonald joined our ministry as a visitor host in 2017 and became a contributing facilitator for our visitor information gatherings. Kaytee recently produced a wonderful PowerPoint presentation which we have used during the past few orientations. We are deeply grateful for this program which has provided structure and elevated the professionalism of our gatherings with potential new members.

We are also thankful to Jeannie Lee who volunteers as a visitor host talking with first time visitors. We are regularly complimented for being a welcoming congregation and would like to thank all of you who greet visitors sitting near you and engage them during the coffee hour.

We take attendance at both services and in recent months have been kindly provided support by the deacons for the first service.

Each Sunday we monitor the red books to check visitor information and acquire email addresses. We then send a personalized welcoming email the next day to follow up and provide information on the next steps for learning more about IUCC.

In 2019 we had an average of 22 first time visitors plus repeat visitors each month. Our visitors receive invitations for our gatherings from Pastor Dave several times a year. We also have a VID (Visitor ID) group which includes the pastor, church administrator, moderator and co-chairs. We meet every few months to review how we can improve the connection with repeat visitors and current members.

We had 14 new members join IUCC in 2019. You will find photos of the new members posted in the narthex on a bulletin board. The beautiful photos are done by our Paul Shirey ….thank you Paul.

Tommie has reached the five year limit as co-chair so will be stepping down, but will continue to assist as visitor host when possible. Randy is still seeking a replacement co-chair if anyone would like to fill that position.

We hope that all members have had an opportunity to connect with our new members so that they become an integral part of our wonderful, inclusive church. We are proud to be a part of IUCC and to have served this very special church community.

Respectfully submitted,
Randy Romine & Tommie Kozlov
Co-chairs
Ministries with Young People

This past year - May 2019 - May 2020

MYP Team Changes
Our Associate Pastor Sarah Averette-Phillips led summer programs until Sept 2019 when she started her calling as Senior Pastor at her new church.

Aidan Mitchell stepped up as our Interim Director for MYP for the Fall and Advent seasons alongside her usual duties as Youth Group Leader. Sara McComb continued to double as nursery care and Sunday School teacher for the younger children.

David Perez was welcomed as our new Director of Ministries with Young People where his contributions range from creating and hosting activities to bringing us all together to develop the MYP structure that will help us grow.

Shanthi Nataraj and Lauren Louie stepped in as co-chairs starting in 2019 and continue today.

Updated Name
We updated our name from Ministries for Young People to Ministries with Young People to better reflect our ministry’s mission and approach.

Major Programs and Activity Updates
- Vacation Faith School - our interreligious version of VBS so youth can learn more about their Christian faith
- Arts for Activism - Angelica Rowell lead the older youth for how art can act as a social justice tool
- Pilgrim Pines Camp - summer camp, all-ages Fall Camp, & youth Jan camp
- Hosted a Pastor's Potluck, Activities at the IUCC Picnic
- Trunk or Treat, Advent Workshop, & Christmas Pageant
- Volunteer opportunities (i.e. with Family Promise, helping with the church)
- Older youth lead the service during Youth Sunday in Oct, created promotional videos, & lead other events (i.e. Ben Honeycutt’s talk on Plant based diets)
- Major fundraiser - art raffle
- Socials - Assorted sleepovers, Game Days, Art with Bob Ross paint-along events, etc.
- In-service content (Fresh Word), Sunday School Lessons via video, and nightly “Story time” while physical meetings are cancelled
Upcoming
Due to Covid19, many planned events and activities were postponed or radically changed. David shared this quote that well matches our shifting focus and efforts “Churches are not closed, they are deployed.”

Zoom discussion series “More than a Hashtag” planned for the older youth / college-aged young adults in light of the recent killings of Ahmaud Arbery, Breonna Taylor, and George Floyd.

Continued from Spring
- In-Service/Fresh Word for worship, Family Faith Time Sunday School Lessons, & virtual socializing activities
- Strategizing larger program and calendar
- Rethinking how events might work as things open up. - Ex: “stations” outside in lieu of Vacation Bible School, other live (virtual) events, and others. Major summer event in the works
Mission & Service Ministry

This report comes with gratitude to the congregation for their generous support of the following projects:

FAMILY PROMISE
(Sharon Lynn & Colleen McNamara) Family Promise is a local non-profit that helps to rebuild the lives of families experiencing homelessness by providing emergency shelter through partnerships with local faith congregations, short-term transitional housing, case management, tutoring, rental assistance and other support. In August of 2019 IUCC successfully hosted families in Plumer Hall. IUCC’s leadership then decided to host families for a total of 4 weeks in April and September. Due to Covid 19 our plans for hosting were suspended in mid-March. Generous donations from IUCC members provided funds to pay for rental housing for the families enrolled in the emergency shelter program during our 2 weeks in April. We are scheduled to host again from September 13-27. Mission & Service will be working with the Ministries and Administration Board to decide if we can do so safely.

As of May 2020 Family Promise is supporting 18 families (71 persons). This includes graduate families who are at risk of falling back into homelessness due to sudden job loss and lack of income. Family Promise is helping these families cope by providing essential services and helping to supplement the over $40,000 of lost income per month they are experiencing.

ISAIAH HOUSE
(Steve Goetz & Susan Sayre) Isaiah House is a Catholic Worker Project (though it is non-denominational in the people it houses) that provides shelter and food to 25 to 40 homeless women and, in some cases, their children. Though in our 8th year of service to Isaiah House, the COVID-19 pandemic brought our monthly meals to a temporary halt in February, 2020. We will resume our service of serving the guests at IH when it is safe to do so. In the meantime, Isaiah House appreciates any financial donations since the Diocese of Orange County does not provide them with financial support.

OC AIDS WALK
(Felicity Figueroa) This year's OC AIDS Walk went virtual! It began on April 1st and ended Saturday, May 30, with an online Facebook celebration featuring MenAlive, Ballet Folklórico Mixteco, online yoga and cardio sessions and a Kids Corner with arts and crafts.

The IUCC Walk the Walkers Team is currently in third place overall with $4387 raised (as of 6/7/20). Woohoo! Thanks to our 12 wonderful Team IUCC members for their awesome fundraising abilities: Chuck & Linda Heath, Cindy O’Dell, Steve Goetz, Jeff Stuckhardt, Bill Lawrence, Lesli & Ava Mitchell, Felicity Figueroa, Barry Leshowitz, and Owen & Elliott Katz. Donations are still being accepted through June 30 at this link: https://www.classy.org/event/aids-walk-orange-county-2020/e274186
BIN COLLECTIONS
(Tommie Kozlov) For several months each year, we are pleased to place bins in the narthex and give the congregation an opportunity to support worthwhile local non-profits. And we thank you for your generous contributions in 2019 to Las Memorias, Caterina’s Club, Radiant Health Center food bank, Family Promise, Families Forward, Irvine Assistance League, and Friendship Shelter.
Our 2020 schedule will be supporting the following organizations:

February Friendship Shelter
March** Las Memorias Medical/personal supplies
May** Families Forward Food
June** Friendship Shelter
July Families Forward School Supplies
November Families Forward Christmas toys for children

** We are hopeful that these can be rescheduled for later in the year.

FINANCIAL COLLECTIONS & EVENTS
The M&S Ministry is responsible for some special collections and involvement in events and we thank you for your support in 2019.
Our 2020 plan follows:
March** One Great Hour of Sharing
May** Strengthen the Church Offering
AIDS Walk – over $3800 raised as of 5.25.20
September Family Promise Offering
October Neighbors in Need Offering
December Toiletries for Women in Prison collection
Concern America Craft artisan sale
Christmas Fund Offering (Christmas Eve)

** We are hopeful that these will be rescheduled for later in the year.

A VISITATION PROGRAM FOR THOSE IN IMMIGRATION DETENTION, Formerly: Friends of Orange County Detainees
(Colleen McNamara) In June 2019 Friends of Orange County Detainees was dealing with the termination of the ICE contract in Orange County by the Orange County Sheriff’s department. By July 2019 all detainees had been moved from OC to Adelanto in San Bernardino. Although this reduced the number of visitors due to distance, FOCD continued to serve the Adelanto population. FOCD financially supported the Orange County Justice Fund with a large donation for their immigrant bond fund that assists in paying all or part of a detainee’s bond so that those detainees can be reunited with their families while continuing to fight their cases. FOCD continued our tradition of sending holiday cards to all detainees who had requested a visitor and sent cards to detainees from 32 different countries. ICE has managed to get around AB 32, which would have closed private detention centers in CA by awarding long term contracts to existing facilities. In April 2020 there was a ruling from a federal judge that ICE had to reduce
the population at Adelanto for detainees’ safety during the pandemic. ICE won an injunction and the 9th Circuit has not rendered a decision. Although visitation is not permitted at Adelanto due to pandemic, there is an active pen pal program and over the past 12 months FOCD has assisted 75 detainees upon release with housing, food, clothes (due to generous response from IUCC) and transportation to their families.

OC HUMAN TRAFFICKING TASK FORCE
(Pam Kamps) OCHTTF provides support to victims of human trafficking and education to the public, including OC churches. OCHTTF partners with the Anaheim PD’s Human Trafficking Task Force. Tatiana’s House is one of the “safe houses” used when a victim and, in some cases, her children need safety and support to start a new life. The primary thing we can do as a church is provide both monetary and material goods to help keep these houses viable and available for this much needed work.

GLOBAL MISSION
(Randy Romine & Ken Matsuyama) Ken and Randy led the most recent excursion on March 14 to Las Memorias Aids Hospice in Tijuana, to deliver our Global Mission churches’ donations of clothes, paper products, medicines, and personal care items. The April 2 trip was cancelled due to the pandemic, but we are in the process of sending a $500 cash donation which was allocated for Las Memorias at the last conference GM meeting. A mission trip to Puerto Rico was held last fall. IUCC members donated $200 for buying home water filters for the March Nicaragua Mission trip organized by Rev. Mike Fronk of Pomona. A Palestine/Israel trip was planned in June 2019 but had to be cancelled due to the pandemic.

HABITAT FOR HUMANITY
(Kathi Smith) M&S decided that the initial monetary commitment was too much during this time of capital improvement and our transition to a new pastor.

Submitted by,

Steve Goetz & Sharon Lynn
Mission & Service Co-Chairs
Pastoral Search Committee

Led by the Spirit and supported by the Congregation, we are very pleased to say that we have unanimously recommended an exceptional candidate to be IUCC’s next settled senior pastor.

The June 2020 IUCC newsletter includes Craig Tyrl’s “from the heart” recounting of our process, and my own more prosaic description of how we did our work. And, of course, the special “mini newsletter” that is all about the proposed new pastor was provided to the congregation on June 10. Forgive me for not using the candidate’s name here, but until the congregation votes to issue a pastoral call, a reasonable sense of confidentiality may be in order.

We are excited and we look forward to the next wonderful chapter in IUCC’s history and mission.

Keith Boyum, Chair
Scouts BSA Troop 602 & Pack 697

Despite the COVID-19 pandemic, the Scouts of Scouts BSA Troop 602 and Pack 697 are scouting on with virtual activities. BSA National and various councils across the nation have been doing virtual events and activities such as Virtual Camporees and the National Camp In which was held in May. The National Camp In had cooking demonstrations, campsite competitions, a virtual campfire filled with skits and songs, and a Q&A with Apple founder Steve Wozniak.

The tentative plan right now is to have Troop 602 go to summer camp at Lost Valley in July. If summer camp does not happen, Troop 602 will be working with the Ministry with Young People on a virtual, touchless activity for youth of all ages. This proposed activity will be led by our youth and be held sometime this summer in place of our annual Vacation Bible School. Our Scouts will work with David Perez on this project. With Cub Scout Day Camp being cancelled for 2020, Troop 602 will invite Pack 697 to participate in this activity.

The other project that Troop 602 will be working on is hosting a youth led workshop and discussion on racism and anti-racism. I have been approached by several Scout leaders in our district to come up with a curriculum that will teach our youth about anti-racism. The values of the anti-racism movement have a lot in common with the values of Scouting as stated in our Scout Oath and Law. This proposed workshop will be a joint effort between Troop 602, Girl Scouts USA, and various sponsoring organizations of Scouts BSA including IUCC and open to all youth ages 11-21. We are also working on a separate age appropriate workshop for our Cub Scouts ages 5-10. You will not need to be a registered Scout to participate in this proposed workshop. This workshop will be a pilot project that will be tested here in the Orange County Council and if successful, we will try to lobby BSA National to make this a part of their educational initiatives.

Keith Bauer, Jr, a Life Scout and the Senior Patrol Leader of Troop 602, has completed his Eagle Scout project and his Scoutmaster conference. Once Keith passes his Eagle Scout Board of Review, he will be the first Eagle Scout in the history of Troop 602. It is customary that the sponsoring organization of the troop (which is IUCC in this case) purchases the Eagle Scout award, to be presented at his Eagle Scout Court of Honor ceremony. Once things open up and Keith passes his Eagle Scout Board of Review, I believe we should do some sort of recognition ceremony for him and his family.

We are always looking for new Scouts in Pack 697 and Troop 602, especially from families with children who are members of IUCC. If your child is interested in becoming a Scout, please email me at irvinetroop602@gmail.com.

Thank you for letting me be of service.

Matt Mirmak
Eagle Scout (1986)
Chartered Organization Representative, Troop 602 & Pack 697
Stephen Ministry

The Stephen Ministry serves the IUCC congregation by providing one-to-one support from a Stephen Minister to individuals who are going through a crisis, large or small, or who simply need a listening ear to talk through personal struggles in their life. We call these relationships “caring relationships”. Over the past year we have had six caring relationships.

Our monthly meetings include supervision of and care for our Stephen Minsters and continuing education.

When COVID-19 required the nation to shelter at home and caused the cancellation of onsite church services and meetings, we organized, with the approval of Interim Pastor Dave Pattee, a project to reach out to the entire congregation to determine the needs they may have during this difficult time. We had 15 volunteers from the Stephen Ministry and IUCC congregation. We were able to reach most of the congregation by phone and left messages or sent emails to those who didn’t answer their phones. We asked everyone how they were coping and if they needed help with:

- grocery shopping
- transportation to necessary appointments
- prayer requests
- would like weekly phone calls
- help with technology
- getting a mask

The results were reported back to Pastor Dave and help was arranged for those who needed it. Generally, most people’s basic needs were being met either by themselves, family members or IUCC members. IUCC members and Ministries volunteers felt the calls were well received and useful.

We currently have six Stephen Ministers. Two of our Stephen Ministers have received additional training from the national Stephen Ministry to serve as Stephen Leaders to train and guide the congregation’s Stephen Ministers. We have a third Stephen Leader, Jeanne Maag, who is our Stephen Ministry Referrals Coordinator. She works with the pastor to match a Stephen Minister to the individual in need. All relationships are kept confidential, with the identity of the one receiving care from a Stephen Minister known only to themselves, the Stephen Minister, the pastor, and the Stephen Ministry Referrals Coordinator.

We thank Pastor Dave and the IUCC congregation for your support of this ministry.

We look forward to continuing to provide support and care to individuals in our congregation.

Respectfully submitted,

Janet Johnson Stephen Ministry Co-Chair
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<tr>
<td>Moderator</td>
<td>Tricia Aynes</td>
<td><a href="mailto:tricia_aynes@yahoo.com">tricia_aynes@yahoo.com</a></td>
<td>714-651-6285</td>
</tr>
<tr>
<td>Chair, Admin Board</td>
<td>Daniel Blackburn</td>
<td><a href="mailto:jlewis42@gmail.com">jlewis42@gmail.com</a></td>
<td>714-388-7587</td>
</tr>
<tr>
<td>Clerk, Admin Board</td>
<td>Laura Palen</td>
<td><a href="mailto:mspalen@yahoo.com">mspalen@yahoo.com</a></td>
<td>949-293-0785</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Mark Allen</td>
<td><a href="mailto:madallen@msn.com">madallen@msn.com</a></td>
<td>612-868-1939</td>
</tr>
<tr>
<td>Congregational Reps</td>
<td>Dorothy Duncan</td>
<td><a href="mailto:duncandor@gmail.com">duncandor@gmail.com</a></td>
<td>847-894-2030</td>
</tr>
<tr>
<td></td>
<td>Jon Ingal</td>
<td><a href="mailto:jonard.ingal@yahoo.com">jonard.ingal@yahoo.com</a></td>
<td>760-449-0335</td>
</tr>
<tr>
<td></td>
<td>Penny Portillo</td>
<td><a href="mailto:portillo7@cox.net">portillo7@cox.net</a></td>
<td>949-246-1751</td>
</tr>
<tr>
<td>Buildings &amp; Grounds</td>
<td>Teri Houston</td>
<td><a href="mailto:roxsand@sbcglobal.net">roxsand@sbcglobal.net</a></td>
<td>714-651-3100</td>
</tr>
<tr>
<td>Bylaws/Policies/Procedures</td>
<td>Anne Rosse</td>
<td><a href="mailto:aerosse@gmail.com">aerosse@gmail.com</a></td>
<td>949-697-3794</td>
</tr>
<tr>
<td>Child Care Center</td>
<td>Keith Boyum</td>
<td><a href="mailto:keith.boyum@gmail.com">keith.boyum@gmail.com</a></td>
<td>949-433-1083</td>
</tr>
<tr>
<td>Diversity &amp; Inclusion</td>
<td>Jenna McCarty</td>
<td><a href="mailto:jennawmccarty@gmail.com">jennawmccarty@gmail.com</a></td>
<td>714-599-2808</td>
</tr>
<tr>
<td></td>
<td>Lesli Mitchell</td>
<td><a href="mailto:leslimitchellart@yahoo.com">leslimitchellart@yahoo.com</a></td>
<td>949-677-0785</td>
</tr>
<tr>
<td>Fund Development</td>
<td>Renae Boyum</td>
<td><a href="mailto:renaeboyum@gmail.com">renaeboyum@gmail.com</a></td>
<td>949-433-6277</td>
</tr>
<tr>
<td>Human Resources</td>
<td>Dale Vaughan</td>
<td><a href="mailto:bruin1018@hotmail.com">bruin1018@hotmail.com</a></td>
<td>949-678-0781</td>
</tr>
<tr>
<td>Plumer Endowment</td>
<td>Keith Boyum</td>
<td><a href="mailto:keith.boyum@gmail.com">keith.boyum@gmail.com</a></td>
<td>949-433-1083</td>
</tr>
<tr>
<td>Technology</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chair, Ministries Board</td>
<td>Felicity Figueroa</td>
<td><a href="mailto:felicitynf@aol.com">felicitynf@aol.com</a></td>
<td>949-280-3165</td>
</tr>
<tr>
<td>Clerk, Ministries Board</td>
<td>Karolyn Fendl</td>
<td><a href="mailto:karolyn.fendl@gmail.com">karolyn.fendl@gmail.com</a></td>
<td>714-501-9312</td>
</tr>
<tr>
<td>Adult Programs</td>
<td>Eduardo Arismendi-Pardi</td>
<td><a href="mailto:babaluelreysol@aol.com">babaluelreysol@aol.com</a></td>
<td>909-489-0617</td>
</tr>
<tr>
<td>Advocates/Peace &amp; Justice</td>
<td>Dave Smith</td>
<td><a href="mailto:dasmith@uci.edu">dasmith@uci.edu</a></td>
<td>949-235-6721</td>
</tr>
<tr>
<td>Communications</td>
<td>Cindy O’Dell</td>
<td><a href="mailto:odellicindy19@gmail.com">odellicindy19@gmail.com</a></td>
<td>949-294-6124</td>
</tr>
<tr>
<td>Congregational Care</td>
<td>Cheryl Arismendi</td>
<td><a href="mailto:cheryl.arismendi@gmail.com">cheryl.arismendi@gmail.com</a></td>
<td>909-268-3954</td>
</tr>
<tr>
<td></td>
<td>Lorraine Fox</td>
<td><a href="mailto:pgfsc@cox.net">pgfsc@cox.net</a></td>
<td>949-916-0176</td>
</tr>
<tr>
<td>Deacons</td>
<td>Cheryl Trobiani</td>
<td><a href="mailto:chertro@gmail.com">chertro@gmail.com</a></td>
<td>949-608-4339</td>
</tr>
<tr>
<td>Fellowship</td>
<td>Brian Pearsy-Schofield</td>
<td><a href="mailto:tedybearcub72@gmail.com">tedybearcub72@gmail.com</a></td>
<td>949-463-5413</td>
</tr>
<tr>
<td>GREENfaith</td>
<td>Chuck Heath</td>
<td><a href="mailto:chasheath1@cox.net">chasheath1@cox.net</a></td>
<td>714-345-7702</td>
</tr>
<tr>
<td>Hospitality</td>
<td>Alex Ingal</td>
<td><a href="mailto:jalex.ingal@gmail.com">jalex.ingal@gmail.com</a></td>
<td>309-339-3949</td>
</tr>
<tr>
<td></td>
<td>Teri Olson</td>
<td><a href="mailto:teriolson@ymail.com">teriolson@ymail.com</a></td>
<td>562-237-2926</td>
</tr>
<tr>
<td>Membership</td>
<td>Randy Romine</td>
<td><a href="mailto:rwromine@aol.com">rwromine@aol.com</a></td>
<td>949-378-9032</td>
</tr>
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<tr>
<td></td>
<td>Matt Mirmak</td>
<td><a href="mailto:mattmirmak@gmail.com">mattmirmak@gmail.com</a></td>
<td>949-689-8854</td>
</tr>
<tr>
<td>Ministry for Young People</td>
<td>Lauren Louie</td>
<td><a href="mailto:llouie735@gmail.com">llouie735@gmail.com</a></td>
<td>951-966-0160</td>
</tr>
<tr>
<td></td>
<td>Shanthi Nataraj</td>
<td><a href="mailto:shanthi.nataraj@gmail.com">shanthi.nataraj@gmail.com</a></td>
<td>949-396-9177</td>
</tr>
<tr>
<td>Mission &amp; Service</td>
<td>Steve Goetz</td>
<td><a href="mailto:sgoetz53@gmail.com">sgoetz53@gmail.com</a></td>
<td>949-436-1946</td>
</tr>
<tr>
<td></td>
<td>Sharon Lynn</td>
<td><a href="mailto:sharon.lynn15@outlook.com">sharon.lynn15@outlook.com</a></td>
<td>571-236-9517</td>
</tr>
<tr>
<td>Music</td>
<td>Pat Sauter</td>
<td><a href="mailto:patsautermv@gmail.com">patsautermv@gmail.com</a></td>
<td>949-887-5443</td>
</tr>
<tr>
<td>Open &amp; Affirming</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Stephen Ministry</td>
<td>Janet Johnson</td>
<td><a href="mailto:jwiita@earthlink.net">jwiita@earthlink.net</a></td>
<td>949-701-9730</td>
</tr>
<tr>
<td></td>
<td>Jeanne Maag</td>
<td><a href="mailto:jjmaag@cox.net">jjmaag@cox.net</a></td>
<td>480-543-7511</td>
</tr>
<tr>
<td>Worship</td>
<td>Craig Tyrl</td>
<td><a href="mailto:craigtyrl@aol.com">craigtyrl@aol.com</a></td>
<td>949-413-7469</td>
</tr>
<tr>
<td>Youth Representative</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interim Senior Pastor</td>
<td>David Pattee</td>
<td><a href="mailto:PastorDave@iucc.org">PastorDave@iucc.org</a></td>
<td>949-733-0220</td>
</tr>
<tr>
<td>Administrative Pastor</td>
<td>Steve Swope</td>
<td><a href="mailto:steve@iucc.org">steve@iucc.org</a></td>
<td>949-733-0220</td>
</tr>
<tr>
<td>Dir., Min. with Young People</td>
<td>David Perez</td>
<td><a href="mailto:ddp@iucc.org">ddp@iucc.org</a></td>
<td></td>
</tr>
<tr>
<td>Youth Coordinator</td>
<td>Aidan Mitchell</td>
<td><a href="mailto:aidan@iucc.org">aidan@iucc.org</a></td>
<td>949-412-7597</td>
</tr>
<tr>
<td>Nursery</td>
<td>Sara McComb</td>
<td><a href="mailto:sara@iucc.org">sara@iucc.org</a></td>
<td>949-459-7428</td>
</tr>
<tr>
<td>Director of Music</td>
<td>Chris Peterson</td>
<td><a href="mailto:chris@iucc.org">chris@iucc.org</a></td>
<td>562-453-9851</td>
</tr>
<tr>
<td>Pianist</td>
<td>Joshua Chandra</td>
<td><a href="mailto:josh@iucc.org">josh@iucc.org</a></td>
<td>714-900-2426</td>
</tr>
<tr>
<td>Worship Technician</td>
<td>Alyssa Wilkens</td>
<td><a href="mailto:alyssa@iucc.org">alyssa@iucc.org</a></td>
<td>949-300-0380</td>
</tr>
<tr>
<td>Dir., Early Childhood Center</td>
<td>Irma Rosales</td>
<td><a href="mailto:ccc@iucc.org">ccc@iucc.org</a></td>
<td>949-733-0228</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>Heidi Willcox</td>
<td><a href="mailto:heidi@iucc.org">heidi@iucc.org</a></td>
<td>949-733-0220</td>
</tr>
</tbody>
</table>
Irvine United Congregational Church is radically inclusive, declaring to neighbors and strangers alike,

“No matter who you are, or where you are on life’s journey, you are welcome here.”

We celebrate the Creator’s diversity as we worship God and grow in our faith. Guided by God’s unconditional love as taught by Jesus Christ, we see ourselves as children of one God, brothers and sisters of all people.

As servants of God, we take responsibility to act with compassion, to work for peace and justice, and to share the joy of Christian community.