



2019 Annual Report

Rincon Congregational UNITED CHURCH OF CHRIST

2020 Annual Meeting
January 26, 2020

MISSION STATEMENT: - Grounded in openness, with respect and justice for all, the Mission of Rincon Congregational Church (United Church of Christ) is to be a welcoming and progressive Christian community that believes in a God who is more about grace than judgment. Inspired by meaningful worship and teaching, we strive to be God's heart and hands in action, seeking to be living examples of Christ's abundant love.

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Agenda

1. Welcome/Call to order—Inge Detweiler, Moderator
2. Designating a Parliamentarian
3. Establishing a Quorum
4. Opening Prayer—Rev. Seth Wispelwey
5. Approval of 2020 Annual Meeting Agenda
6. Approval of 2019 Annual Meeting and Special Congregational Meeting Minutes
7. Pastor’s Report—Rev. Seth Wispelwey
8. 2019 Financial Report—Joe Seger, Treasurer
9. Presentation and Approval of 2020 Budget—Dave Stone, S&F Chair
10. Presentation and Approval of 2020 Slate of Officers and Ministry Team Chairpersons—Inge Detweiler
11. Call to the Congregation—Inge Detweiler
12. Moderator’s Closing Remarks— Inge Detweiler
13. Passing of the Gavel— Inge Detweiler
14. Moderator-Elect’s Remarks— Barbara Lamb
15. Adjournment

2019 Annual Meeting Minutes

Rincon Congregational United Church of Christ
January 27, 2019

Welcome/Call to Order/Opening Prayer – Cydne Bolton, Moderator

A Special Announcement was made that a complaint had been filed by two individuals and that a Fitness Review Process for Rev. Delle was initiated in Aug. 2018. The report was received which supported the allegations made and censured Rev. Delle with a Plan of Growth for a period of one year. Cydne read an e-mail sent to her from Rev. Delle which announced Rev. Delle's decision to resign. The Congregation was advised that communication between Rev. Delle and the Congregation is not to be conducted.

Quorum Established and David Stone was appointed Parliamentarian.

Approval of 2018 Annual Meeting Minutes – Rebecca Egbert moved/2nd Nancy Congdon /approved.

Approval of Dec. 2, 2018 Special Congregational Meeting Minutes – Erik Johnson moved/ 2nd Judy Hubbard/approved.

Financial Report - Joe Seger, Treasurer

Treasurer's Report			
Predicted Income	\$311,781	Actual Income	\$308,604
Predicted Expenses	\$311,781	Actual Expenses	\$307,398
Difference	\$ 0	Difference	\$ 1,206
		2017 carryover	\$ 21,270
		Total 2017/2018 Carryover	\$ 22,476

Linda Johnson made a motion to accept the Treasurer's report/s/Linda Stone/carried.

2019 Budget – Ceanne Alvine, Chair of Stewardship and Finance

Proposed 2019 Budget	
Predicted Income	\$310.200
Total 2017/2018 Carryover	\$ 22,476
Total Predicted Income	\$332,676
Predicted Expenses	\$332,676

The largest portion of the budget is the personnel costs which were discussed. Kathy Duvall made a motion to accept the proposed budget/s/Rebecca Egbert/carried.

Presentation and Approval of 2019 Slate of Officers and Ministry Team Chairpersons – Cydne Bolton

The list of Officers and Ministry Team Chairs were as follows:

Manny Palacios	Moderator
Barbara Lamb	Moderator-Elect
Ina Merson	Clerk
Joe Seger	Treasurer
Shawn Shelby	Buildings and Grounds
Beth Shelby	Congregational Life
Jen Thorn and Amanda Goodenow	Faith Development
<i>To be Determined</i>	Justice and Witness
Dean Hokel	Personnel
<i>To be Determined</i>	Stewardship and Finance
Judy Hubbard and Julie Cahoon	Worship, Music and Arts

Although Ceanne Alvine was originally listed as Chair of Stewardship and Finance, she made a decision to withdraw before the beginning of the meeting. Jane Morgan moved that we approve the list as currently configured/s/Linda Johnson/carried.

Motion from the Justice & Witness Migrant Shelter Ad Hoc Committee—The Justice & Witness Migrant Shelter Ad Hoc Committee moves that Rincon Congregational Church United Church of Christ become a scaled down and regularized Migrant Shelter with dedicated staff. The members of this committee (Kathe Padilla, Susan Rogers, Justin Sabia-Tanis, Sharon Nicks, Joe Seger, Dean Hokel, and Deet Turnage) made a motion to table the vote on this matter until March 3, 2019 at a Special Congregational Meeting/s/Dorothy Johnson/1 opposed/3 abstentions/motion carried.

Jean Granillo asked if this meant that we couldn't do anything related to a shelter in this intervening time. It was agreed that if an emergency arose, we could operate on that basis, but not on a steady basis.

Call to the Congregation—Cydne Bolton

Kathy Duval expressed concerns about Delle's departure. She wondered what the UCC process was in this case. Pastor Curt explained when a complaint is filed, COCAM A investigates, which they did from August 2018 - January 2019. They held interviews with the complainants, Rev. Delle, and others. They determined there was a basis for the complaint, and censured Delle with a one-year Plan of Growth.

One member asked if one person could instigate this type of investigation. The answer was no and the process is outlined at ucc.org in the Manual on Ministry.

Dorothy Johnson asked if Rev. Delle could return. The answer was no. She asked if there could be a message to her from the Congregation. Pastor Curt explained there would be a Ceremony of Closure and a retirement party. In the interim, Dorothy agreed to draft something that could come from the Congregation.

A question was raised as to how Facebook communications should be handled. Pastor Curt indicated in these types of situations, the affected minister should go “dark.”

Presentation of the Walking Stick—Pastor Curt Ackley presented Manny with a Walking Stick that symbolizes that we are all on a journey. He discussed that a “Bridge” pastor is a non-anxious presence in an anxious situation. His role is to coach and assist us.

Moderator’s Closing Remarks—Cydne gave her closing remarks and passed the gavel to Manny. Joe Seger presented her a gift from the Council.

Moderator-Elect’s Remarks – Manny asked for our help in the coming year.

Motion to Adjourn was made by Erik Johnson/s/Shawn Shelby/carried.

Respectfully submitted,
Ina R. Merson, Clerk

March 3, 2019 Special Congregational Meeting Minutes

Rincon Congregational United Church of Christ

Welcome/Call to Order – Barbara Lamb, Moderator Elect

Opening Prayer – Pastor Curt Ackley

Quorum Established

Assigning a Parliamentarian.

Linda Johnson motioned we appoint Chris Jones as Parliamentarian/s/Karen Webster/carried.

Approval of Mar. 3, 2019 Meeting Agenda.

Agenda modified to add approval of agenda and a presentation by the Justice and Witness Migrant Shelter Ad Hoc Committee. Karen MacDonald motioned we accept the agenda as modified/s/Nancy Congdon/carried.

New Picture Directory – Beth Shelby, Chair of Congregational Life.

Beth announced the availability of the New Picture Directory and thanked Ina Merson and Nancy Congdon for their work on this project.

Introduction of New Moderator – Barbara Lamb.

Barbara explained that the Council had chosen the replacement Moderator. Per Section 6, para. i. of our By-laws it states “The Church Council shall have the power and duty to fill all vacancies in the membership of the Council and Ministry Teams which occur between Annual Meetings.” Manny Paliacios was nominated at the annual meeting and approved. He subsequently resigned. Accordingly, the Council is appointing the new Moderator. The Council has chosen Inge Detweiler as our new Moderator. Barbara gave some background information on Inge and the Congregation welcomed her.

Approval of Additions to Ministry Team Chairpersons for Justice and Witness and Stewardship and Finance – Barbara Lamb

Barbara advised that since no one was appointed at the Annual Meeting for these two positions, the Congregation should approve their appointment. David Stone is nominated for chair of Stewardship and Finance and Cydne Bolton as chair of Justice and Witness. Karen MacDonald motioned that we approve David Stone and Cydne Bolton as chairs of S&F and J&W/s/Nancy Congdon/approved.

Presentation by the Justice & Witness Migrant Shelter Ad Hoc Committee

The members of this committee (Kathe Padilla, Susan Rogers, Justin Sabia-Tanis, Sharon Nicks, Joe Seger, Dean Hokel, and Deet Turnage) each gave a presentation on what the Committee had determined we needed with regard to personnel and to ensure the success of the Shelter. We need continuous personnel, job descriptions for various workers, help regarding facilities, kitchen coordination, laundry, and the Bodega. As a church, our volunteers share our gifts and money toward the budget for the Shelter.

Motion from the Justice & Witness Migrant Shelter Ad Hoc Committee—At the Annual Meeting, it was decided to take the J&W Migrant Shelter Ad Hoc Committee motion and place it “off the table.” Kathy Duvall moved that we take the Migrant Shelter Motion and place it back “on the table”/s/Judy Hubbard/carried. Accordingly, **The Justice & Witness Migrant Shelter Ad Hoc Committee moves that**

Rincon Congregational Church United Church of Christ become a scaled down and regularized Migrant Shelter with dedicated staff.

The Committee provided highlights of the proposal which included:

Capacity for the Shelter is approximately 10-12 adults and their children at a time.

The ministry would be ongoing.

We would hire a staff person for 20 hours/wk to administer program.

Would utilize rooms and areas not used or not used extensively.

Will engage in ongoing assessment of needs and resources.

The Committee presented a budget for six months which showed the Committee currently believes they will need \$26,170. The program currently has \$21,084 leaving a modest \$5,086 to be raised. Funds continually are coming in for the program and the amount needed should soon be achieved.

The floor was opened up for questions and comments. Chris Jones motioned that we limit each person's time speaking whether pro or con on the subject to three minutes/s/ Erik Johnson/carried.

Question: There was discussion that the latest motion from the Federal Government is to retrain people in Mexico. Does that have an impact on us? Should we wait on the shelter? Many people are not coming in from our normal ports of entry.

Response: The Catholic monastery, which is filling the void right now, may not be able to be used after May. We need to be on-board to take up some of the slack before then.

Question: Concerns were expressed about the impact of the Shelter on Casa Maria and Prima Vera.

Response: Plans are in place to use other areas to develop a work around and leave these programs un-impacted.

Question: What's going on regarding the shower situation and how did you come up with the number of people?

Response: St. Andrews has indicated we can continue to use their portable showers. The number was developed by how many room/facilities that can be used without adversely impacting the other programs. It was also determined that staffing for this number would be easily available.

Question: Will we have the Shelter open every day for six months? This results in a lot of people needing transportation which is a big issue.

Response: Originally we thought in the last go around that we would partner with other churches for transportation, but it didn't happen. The Committee plans to reimburse people for transportation costs.

Question: Do we have any statistics on how many of the migrants are actually getting to stay?

Response: Unfortunately, we don't know this.

Question: What are our legal (liability) issues?

Response: The cost of insurance has been budgeted in. The Tucson police will do a threat assessment for us.

Question: If this doesn't pass, do we still have authority for doing a pop-up shelter?

Response: Yes.

Question: Do our food handling people require certification?

Response: We follow county guidelines but they do not have to be certified.

Question: With 10-12 adults plus children, this means we could have close to 30 people at a time. When the migrants left under our previous efforts, the church was giving them a stipend of \$10/person. Can we sustain that cost?

Response: We may have to alter that decision depending on funds.

Question: What is our timeline? Would the Shelter begin after hiring of the Shelter Manager?

Response: It's important to do this if we can. The Shelter will open when the Committee gets everything in place.

Statement: Thanks to the team for all their hard work. Their sharing and keeping people informed has led to donations.

Question: How will we do fund raising?

Response: The Committee will work with Stewardship and Finance. Also, notices on Facebook and sharing with people in other churches are some ideas.

Statement: The need is so great we have to go forward.

Question: Do we have enough volunteers to do this? Last time it seemed a lot of the migrant men were sitting around looking bored. Can they help themselves?

Response: We will continue to use the Volunteer Sign-Up Program. We learned from other shelters that it is a good strategy to try to get the migrants involved.

Question: How will they ensure there are enough volunteers? One time helping in the kitchen there were seven people and the next only one to clean up.

Response: This is an on-going challenge. They will try to get volunteers to commit to a time and day each week.

George Easley motioned that we end discussion/s/Ginger/not passed. Discussion continued.

Question: The 20-hour per week person (Shelter Manager), who do they report to?

Response: The Senior Pastor.

Question: Does ICE know about our cap of people (10-12 adults)?

Response: We advise them as to how many we can accommodate.

Question: Summer is coming up and we will lose some of our members. How can we handle that?

Response: People are aware of this and we will get other volunteers.

Nancy Fitzgerald motioned that we call the question/s/Julie Cahoon/carried. A written vote was taken as to whether to approve the motion. The result was 52 for, 12 against, 6 abstentions – motion carried.

Pastor Curt praised and thanked the church and Barbara Lamb for her work as Moderator Pro tem.

Call to the Congregation – N/A

Adjournment – Judy Hubbard motioned that we adjourn/s/Rebecca Egbert/carried.

Respectfully submitted,
Ina R. Merson, Clerk

May 5, 2019 Special Congregational Meeting Minutes

Rincon Congregational United Church of Christ

Welcome/Call to Order – Inge Detweiler, Moderator at 11:22 AM

Opening Prayer – Inge Detweiler

Quorum Established at 58

Motion from the Stewardship and Finance Ministry Team— Shall the congregation accept the changes to the 2019 budget approved at the Annual Meeting of the Congregation covering these items: resignation of the senior pastor, the hiring of a bridge pastor, the hiring of an intentional interim minister, resignation of the music director, the consolidation of the accompanist role into the interim music director role and associated revenue initiatives? (yes/no)

Discussion: David Stone presented slides to detail the Summary of Changes between the budget approved in January with the changes proposed currently. These changes included realignment of funds between Justice and Witness and the Hospitality and Shelter fund, changes in the reimbursement of the major repairs fund for the roof replacement, Personnel costs, and other miscellaneous revisions. Question posed by Chris Jones: Will the revised budget still be in the negative? – Answer – yes.

Vote: 0 Nays, 1 abstention, motion carried.

Motion: Does the congregation accept the proposed six-month budget plan covering the operation of the permanent Rincon Migrant Shelter, which began continuous operation on March 25, 2019? (yes/no)

Discussion: Lots of support for the shelter has been received. Dean Hokel noted Trader Joe's donated lots of frozen food. Susan Rogers advised that one family of seven lost their funding for transportation, a call went out on Facebook, and the money (\$850) was received within an hour. Curt related that the shelter is connecting with other churches. Randy Myer's church has sent people to have an immersion experience and donated \$3,000.

Vote: Motion carried unanimously.

Intentional Interim Pastor Search Update: Inge advised that we have received five candidate profiles. Qualifications discussed. Two were considered well qualified. They will have a meet and greet on Thursday, May 9, 2019.

Discussion: Larry Schloss questioned how long the interim will serve – response: average 12-18 mo. Linda Stone expressed concern that the interim appreciate children and their participation.

Call to the Congregation – N/A

Adjournment – Dave Stone motioned that we adjourn/s/Linda Stone/carried.

Respectfully submitted,
Ina R. Merson, Clerk

September 15, 2019 Special Congregational Meeting Minutes

Rincon Congregational United Church of Christ

Welcome/Call to Order – Inge Detweiler, Moderator

Opening Prayer – Inge Detweiler

Quorum Established at 75

Assigning a Parliamentarian. Cydne Bolton was appointed as Parliamentarian.

Where We Are Now.

Inge discussed issues that the Church is experiencing. Some people have expressed concerns regarding lack of trust in the Council and the Southwest Conference. Others are very supportive resulting in the church being divided. Rev. Delle's abrupt departure was hard on many people. Inge advised that she has been impressed by church leadership. While waiting for the choice of any interim, many clergy stepped up to fill in and keep the church running smoothly. We've experienced some issues lately like our Pay Pal account being hacked which was timely found and resolved by Nancy Congdon and issues with the Shelter. There seems to be a lack of understanding between the Hospitality and Shelter programs. Hospitality is currently in the red for finances. Kathe Padilla addressed the two programs.

Rev. Seth discussed and clarified hospitality and sanctuary. He reminded everyone that when the church voted on opening the Shelter that they agreed that we would evaluate the program after six months, and we are at that stage now. We have helped about 1,400 asylum seekers. Guest One's contributions have been very valuable. But incidents like the assault, intruders in the middle of the night, and threats during service revealed weaknesses in our organization which resulted in cancellation of services on Sep. 7 and concerns with our info-structure. Also there were concerns regarding how few Rincon people actually volunteered to work in the Shelter and the loss of people who were instrumental in setting it up.

Interim Time.

We need to determine who we are as a church. Who is going to do the Shelter? Our efforts must be sustainable. As part of our Interim process, we will be looking at our history. It will take 18-24 months to do the Interim work. We will write our profile.

What Happened to Bring Us Here?

Rev. Delle's departure came up again and there was discussion regarding whether we should have a meeting for the Congregation to discuss fitness reviews and church polity and how they work. It was mentioned that Pastor Curt and members of Council had a series of meetings regarding this at the beginning of Pastor Curt's service.

How Do We Move Forward?

Some surveys will be issued to get input from the Congregation. Rev. Seth would like to have monthly potlucks with discussion of issues afterward (beginning in October.) Rev. Seth asked that we share our thoughts with management. We need to re-evaluate not just the work of the Shelter, but our policy on the Shelter.

Closing Prayer – Rev. Seth

Respectfully submitted,
Ina R. Merson, Clerk

December 1, 2019 Special Congregational Meeting Minutes

Rincon Congregational United Church of Christ

Welcome/Call to Order – Barbara Lamb, Moderator-Elect at 11:43 a.m.

Opening Prayer – Rev. Seth Wispelwey

Quorum Established at 63

Assigning a Parliamentarian: David Stone was appointed as Parliamentarian.

Action Item: The purpose of this Special Congregational Meeting is to consider the following motion:

“The Council recommends to the Congregation that the Shelter Program be discontinued and that the residual Shelter funds be distributed to Tucson groups that remain engaged in Asylum Seeker’s shelter support. Rincon members are encouraged to continue to support organizations that support the migrant community.”

This motion is the result of the report entitled **“Evaluation of Rincon UCC’s 2019 Six Month Migrant Shelter Commitment.”**

Dean Hokel motioned that we limit the discussion to one hour/2nd Jane Morgan/62 ayes/1 abstention/0 nays/passed.

As part of the committee who developed the report, Beth Shelby spoke on behalf of Council. We welcomed over 1,400 guests who were all fed, clothed, and provided with basic needs. The Shelter was a success but the ability to continue it became difficult; therefore the recommendation was made to discontinue it.

Questions and Answers:

Why discontinue the shelter altogether?

We had security issues and a lack of volunteers. There was concern the Shelter was putting Guest #1 at risk.

Is there still a need?

Refugees are being bused to Juarez, Mexico which is a change in ICE policy. They are sending them back to Mexico first before considering giving them asylum. This is illegal and may be overturned, but in the interim, there are fewer refugees.

Have we given consideration to doing this on an intermittent basis?

We would have to revisit this if the need arises.

One member asked if we could use this to help Guest #1 and his family. They were advised that the money was given for the Shelter and must be used for the intended purpose.

Another asked if this was to give all the money or could we give perhaps half and revisit in three months. Again the response was that we need to distribute the funds for the purpose for which it was intended and if a need arises in the future, we can raise money then.

Guest #1's attorney didn't think the Hospitality people were put in harm's way; however, Guest #1 was too involved in the Shelter and was overworked. Some people began to feel like our church was becoming a shelter rather than a church.

One opinion was expressed that if we had taken away Guest #1, the Shelter wouldn't have existed. We need a 24/7 person.

One member said we want to help everyone we can, but there were too many nights without coverage and many of our Congregation's members are too old to volunteer.

Another member was in favor of the motion, feels it is clearly written, and concurs with stopping the Shelter and redistributing the funds.

The question was asked that if this included the Bodega. Response: Yes

One member expressed the need to make sure we close well. We raised a lot of money and must pass it along. We must decide on the decision makers. We need to restaff hospitality for the day time. We also need to get in touch with the volunteers to thank them and tell them what we've done.

Voting: Paper ballots which included the motion were passed out.

Decision and action: The results were: 58 yes, 3 No, and 2 abstentions. Motion carried.

Call to the Congregation:

It was requested that we post on our e-mails the other places who are serving migrants. Response advised that we have been doing this but we will ensure that it is made more prevalent.

A comment was made that there are 1,100 churches in our area and we need to broaden our base of those helping migrants.

Someone questioned what the Friends are doing regarding Migrants. Rev. Seth advised that they are doing things like helping people get out of jail, etc.

One member expressed thanks to those running the meeting that it was well done.

We are gathering Spanish language books for children and would appreciate donations.

Erik Johnson moved that we adjourn/motion carried.

Closing Prayer – Rev. Seth

Respectfully submitted,
Ina R. Merson, Clerk

Staff Reports
The Intentional Interim Pastor's Report
The Reverend Seth Wispelwey



I noticed it right away.

When I began my call as your Intentional Interim Minister, I noticed how the daily operations of the church – led by the council and those on committees - run right along. Meetings are scheduled smoothly, minutes are taken and shared quickly, and those leading all of the above take responsibility for accomplishing all of the above. When we remember that the United Church of Christ, as a congregational denomination, is led by its unpaid members, this is a gift and a good worth lifting up and repeating. And as your pastor in this season, in spite of all we have to work on, it's a particularly valuable gift not to have to worry about those particular and critical day-to-day aspects. It's all a testament to the resources, people, and capacity that exist

within this congregation. But you knew that already.

When I began on August 11 of last year, Rincon UCC had successfully pastored itself for three months **while simultaneously** hosting a 24/7 shelter for asylum-seeking migrants. That's incredible. Soak that in. YOU all did that. God was actively hosted on Rincon's campus, and you all kept the story alive amongst yourselves. Be proud of yourself. Soak it in. Yes, the past year has been turbulent in some unique ways in the life of this church, but when we think about the turbulence inherent to **being the church** in this chaotic world, 2019 was and will be a blip in Rincon's history. And when we look back at the impact made through following a gospel call with our property and people, it will be a BIG blip! A blip with potent impact made on the lives of 1500(!) migrants, and a testament to Rincon's ability to maintain itself even when curveballs get thrown. My point? Be proud. Be at peace about 2019.

When I began on August 11 of last year, I knew all of this about you. About us. I knew the prerogatives of an intentional interim season. I'll paste them again at the end of this letter. I have the skills, experience, and passion to walk with you through this time. But really...how we walk through this time is completely up to you, and so my model of leadership (and call as a UCC minister) is to be a spiritual leader and presence in your lives and someone who can honestly hold up a clean and clear mirror to the face of Rincon, and who it is positioned to be. I still have questions about Rincon's commitment to finding a shared center as a community poised for future growth and flourishing – mainly because we need to be honest about our history, our present, and whether we have a shared understanding of what church is **for**.

For these reasons, my top priority has been and continues to be direct, relational connection with all of you over coffee, in the sanctuary, in your homes, at my office, all of the above, and more. And the past five months have been PACKED with getting to know you! It's my favorite part of this call. You all are so loveable, and beloved of the living God. And I love you all, dearly and truly.

I love the weekly discussions of chapters from [We Make the Road By Walking](#) that stretch our spiritual muscles and tease out the hard questions with safe space and dynamic discussions.

I love the weekly gatherings at Prep & Pastry for casual gatherings that inevitably lead to organic and NEW connections between church members, friends, and visitors. No two weeks are the same, but the having great coffee and food with a different mix of good people is guaranteed.

I love Sunday mornings. I love getting to select creative testimonies and seeing whether you'll laugh at my corny and dry jokes each week. I love the challenge and gift of getting to share the GOOD news each and every week.

Remember – this is an interim time. I have a good deal of freedom in getting to tweak or message this or that...and there's nothing wrong with any of it because it communicates to you (and then back to me) what you do or don't like. My only encouragement is that you make your voice/s known with each other as to what you think vital for future Rincon UCC growth. In the end, those who show up to lead the work towards Pastoral Search Committee, filling out a Local Church Profile, and interviewing and selecting candidates will determine how and if Rincon grows forward. Now is the time to speak up and speak out.

Remember – ultimately, Rincon is in an interim season for very good reasons. The 2019 iteration of the shelter was ended for very good reasons. You have the opportunity to choose whether to show up to church every Sunday for very good reasons.

We say we are welcoming and progressive. I'm not going to lie – When I think about current realities and future outcomes for Rincon UCC...those aren't the words I would use. They don't feel true to the surviving and thriving that the church says it wants and the world says it needs. But they CAN be true. 2020 will begin to tell us honestly how and if that's going to be the case.

You can call someone to help maintain what currently exists until it peters out and that will be fine. Really! You can call someone to help grow the church in ways that explode all imaginations except God's. That is very possible. Really! I know it for real.

I'm here with you, to whatever end. I'm capable of landing both of those planes. Our direction and commitment is up to all of you.

Grace and peace in the strong name of Jesus – know you are loved.

Seth

P.S. Can't wait to see what you decide to do with the American and Crusader flags in the sanctuary. :)

Having that conversation – honestly – is growth itself!

P.P.S. I appreciate y'all.

P.P.P.S. I have included below the 5 Tasks of Interim Ministry.

The 5 Tasks of Interim Ministry

1. Coming to Terms with History

It is important for congregations to know their history so that they can appreciate their heritage and at the same time be aware of the issues and concerns that need to be resolved in order to move freely into the future.

2. Discovering a New Identity

Identity is the task of understanding "who we are now in our present context and what it is we understand God is calling us to be." It is the task of developing the vision to which a congregation is being called.

3. Allowing Needed Leadership Change

In most congregations over a period of time the leadership begins to take on much of the style and values of the previous rector. When that rector leaves, there is often a time when persons who have been in leadership rethink their commitment and determine whether or not they want to continue in leadership positions. Other persons often find the interim time an opportunity to take leadership roles. This is an opportune time to empower those who are out of power and to welcome leadership gifts from all parts of the congregation.

4. Renewing Denominational Ties

Congregations often are not aware of the support and resources they receive from their Diocese and National church. That relationship is normally more visible while the structures of the church beyond the congregation are engaged in working with the congregation in moving through the interim period and seeking to find the right rector to call. The transition time helps raise the awareness of a congregation to its denominational heritage, ministries and resources.

5. Committing to New Directions in Ministry

When a congregation has developed a shared vision of its future and has sought to call a rector to help lead it in moving into that future, there will probably be a new commitment both to that new leader and to that new future.

The Church Officers' Reports

Moderator

Inge Detweiller

It has been an honor to serve as Moderator of Rincon Congregational United Church of Christ. Thank you to Ina Merson, Barbara Lamb, and Joe Seger for your perseverance, patience and courage to speak your truth on the Executive Team. Your feedback and thoughtfulness has been greatly appreciated. While no longer with Rincon UCC, I would also like to thank Reverend Curt Ackley for his steadfastness, healing and generosity of heart, mind and spirit. Rincon UCC will be forever grateful for his presence among us as Bridge Pastor after the sudden resignation of our Pastor Rev. Dr. Delle McCormick at the end of January 2019. Thank you to the Ministry Team members and the Council member chairs. And thank you to every person who steps foot on our grounds and in our church. Your presence alone is a gift. We cannot be church without you.

This has been a year of process rather than product, if you will. And our journey together has not been an easy one. When Reverend Ackley's time with us concluded, we did not have an interim pastor in place. I am so humbled by and grateful for the clergy members of this church. I called upon you and you all showed up to help. It is because of these individuals that we stayed the course through the summer. We did not have one Sunday where we had to do a hymn sing! Dean Hokel, Rich Smith, Gretchen Steffenson, Karen MacDonald, David Buss, and myself all provided worship leadership and support during this time. A special thank you to Dean Hokel for providing countless visits and pastoral support while we were conducting our interim search.

Reverend Ackley, in the spirit of bridge ministry, provided a safe space for us to share our hurts, concerns, strengths and hopes. He also ensured that UCC Polity education was provided. Reverend Virginia (Ginger) Taylor assisted with these educational conversations. Thank you Ginger for your openness to share your knowledge of the UCC and to engage in answering hard questions.

We put together an interim pastor search committee. Probably the greatest challenge was to make sure we secured an interim pastor who could truly do the work of interim ministry with us despite our desperation to find someone quickly. The search committee worked hard to include the congregation through appreciative inquiry. I chaired the interim search committee consisting of Annabel Crites, Rich Smith and Nancy Congdon- thank you. We are indebted to those who participated in that process.

This has also been a time of tough decisions. We elected to continue the shelter and hired a Shelter Manager during Reverend Ackley's tenure. Then, for a variety of reasons, decided to first pause and then ultimately discontinue this ministry. This was a very difficult process. For those who "lived the shelter" in body, mind, spirit and time it was a significant loss. This experience called us as a congregation to assess and identify significant gaps in our infrastructure. And solving these gaps is work that needs to continue.

We called Reverend Seth Wispelwey on August 11, 2019. Interim ministry is, from my perspective, the most difficult ministry for any clergy person to take on. Even under the best of circumstances, it is a time of asking hard questions and being a mirror to the church so that the search for a settled pastor is real and honest. This work requires an individual who, first and foremost, knows who they are and what they believe. It is a person who is clear about their why. It also requires an individual who can stand in the face of criticism, anger, mistrust, doubt, resistance and insecurity and remain focused on

what they are here to do with and for us. It requires a person who has no ego entwined with the tasks of interim ministry such that, while being a mirror and asking hard questions, the only thing that matters is that we, the congregation, know our why and live into it fully. We have that person in Seth.

So I conclude my report with the hope that we stay the course with the interim process. My hope is that we take whatever amount of time it takes because we deserve that. I also hope we take full advantage of this time trusting that, no matter how hard it gets, we will be better, clearer, and healthier for it. One thing I have come to know and love about Rincon UCC is that we are incredibly resilient. My prayer is that we use our resilience to “Be The Church” in our own unique, risk-taking, God loving, Jesus following, radically welcoming way.

Respectfully,
Inge

2019 CLERK'S REPORT

New Members Received – C or LOT

Ava Dorrance - 1/27/2019 – C
Dan Dorrance – 1/27/2019 – C
Elaine Knights – 1/27/2019 – C
Barbara Lamb – 1/27/2019 – C
Bonnie Musser – 1/27/2019 – C
Rev. Loen Arrington – 7/28/2019
Rev. Carol Peterson – 7/28/2019
Nancy Anderson – 8/4/2019

+8

Confirmands N/A

Reinstated Members from Inactive Status N/A

Marriages N/A

Commitment Ceremonies N/A

Baptisms N/A

Members Moved to Inactive by Council N/A

Members Desiring Letter of Transfer Out

Hope Searan – 3/25/2019
Venus Yao – 3/25/2019
Victoria Young-Chiverton – 3/25/2019

-3

Members Removed at Their Request

Pam Spears – 2/1/2019
Tony Spears – 2/1/2019
Karen Dickson – 2/4/2019
Lyle Dickson – 2/4/2019
Janet Pipes – 2/13/2019
Jerry Pipes – 2/13/2019
Erin Provanca – 2/18/2019
Linda Vance – 3/6/2019
Nancy Hook – 3/15/2019
Rene Davies – 4/5/2019
Larry Davies – 4/5/2019
Tammy Gordon – 4/5/2019
Dylan Gordon – 4/5/2019
Sean Raghalligh – 4/17/2019
Susan Rogers – 8/23/2019
Jeana Butler – 10/2/2019
Jennifer Black – 10/8/2019
Doris Eiland – 11/14/2019
John Eiland – 11/14/2019

Norma Wilson – 12/3/2019
 Nancy McKinnon – 12/9/2019
 Vicky Morter – 12/9/2019
 Kathy Duval – 12/10/2019
 Jim Duval – 12/10/2019
 Maureen Nadeau – 12/31/2019
 Don Nadeau – 12/31/2019

-26

Changed Membership Status to Associate Membership N/A

Letter of Transfer of Inactive Members N/A

Associate Membership Dropped N/A

Members Placed on Inactive by Request

Pat Delaney – 1/22/2019 (moved)
 Bonnie Clark – 6/21/2019 (moved)

-2

Dropped/Removed from Inactive Records

Jennifer Reid (last attended 12/15/2013)

-1

Homebound Placed on Inactive N/A

Deaths

Dorothy Singer – 1/11/2019
 Reese Woodling – 3/23/2019
 Fred Morse – 4/12/2019
 Dolores Heredia – 4/25/2019
 LaVerne Rahn – 4/29/2019
 Callie Jordan – 5/6/2019
 Mayme LeVine – 7/26/2019
 Harold Gilbert – 9/9/2019
 Jessica Walker – 10/18/2019

-9

Funeral/Memorial Services Facilitated by Rincon Pastor

LaVerne Rahn – Rev. Curt Ackley – 5/18/2019
 Callie Jordan - Rev. Karen MacDonald – 6/19/2019
 Reese Woodling – Rev. Dean Hokel – 7/27/2019
 Mayme LeVine – Rev. Dean Hokel – 8/1/2019
 Harold Gilbert – Rev. Seth Wispelwey – 9/21/2019
 John Anderson – Rev. Seth Wispelwey – 11/2/2019

TOTALS

12/31/2018

Net Membership:

302

Additions:

+ 8

Reductions:

- 41

12/31/2019

Net Membership:

269

The Ministry Teams Reports

The Standing Ministry Teams are permanently established teams providing leadership, in both programmatic and fiduciary responsibilities. They may take such actions as needed to accomplish the Mission of the Church as fall in their respective areas of responsibility and within the budgeted funds available. Actions by the Standing Ministry Teams are subject to review of the Church Council, which has final authority for Church business.

The Buildings and Grounds Ministry Team is responsible for conserving, preserving, and protecting the physical assets of the Church, including the Columbarium and Prayer Garden.

Buildings and Grounds

Shawn Shelby, Chair

2019 was a challenging year for Building and Grounds. The weather, the shelter and general repairs kept us very busy.

The heavy rains of last winter pointed out that the Fellowship Hall south roof section was leaking and was in need of repair. Working with Ralph Hayes Roofing, the roof section was stripped. New tar paper and three tab roofing material were installed. That stopped the leak and we again have a dry Fellowship Hall. In the summer we had another bout with Tucson weather. An electrical storm damaged much of our computer system, the irrigation control system, and AC system in the Sanctuary building. The indispensable Chris Jones was able to replace parts, repair stuff, reboot the software and bring our computers back on line. I do not know what we would do without him!

The Shelter program continued to require our support. To better service our guests we cleaned out the Stedman Room closet and installed a clothes washer and dryer as well as two portable shower stalls. This installation required plumbing and electrical work. The high volume use of the kitchen started to take its toll. The freezer was overworked and needed service. The refrigerator compressor quit and had to be replaced. The dishwasher became clogged with calcium deposits and had to be cleaned out. The wash sink drain became clogged a number of times. We added a new larger grease trap in hopes of solving this problem. With these break downs, we still were able to serve many meals and the kitchen staff are to be commended for working around these issues.

We also were able to start some improvement projects about the campus. Additional computer hard wiring was added to the church offices. This allowed for more computers that were needed for the shelter program. The WiFi system was improved with hard wiring and software updating. We are looking forward to completing the work next year so more “smart” electronics can be added to our system. John Payne used his plumbing knowledge to plumb in a water dispenser in the sanctuary drinking fountain. We can now fill water pitchers and water bottles. This will save trips to the kitchen for more water.

As with every year there are many small repair jobs that have to be completed. Our Building and Grounds group was able to handle these issues and keep the church operating. We have a wonderful campus and it is an honor to be part of the group that maintains the grounds. The 2019 members of B&G are Chris Jones, Shari Murphy, John Payne, Shawn Shelby, and our Hospitality Guest.

The goal and responsibility of the Congregational Life Ministry Team is to make Rincon Church a welcoming and caring community by providing fellowship, social and spiritual opportunities to individuals and to the greater Congregation.

Congregational Life
Beth Shelby, Chair

The primary responsibilities of the Congregational Life Ministry Team (CLM) are to create a welcoming atmosphere and opportunities for fellowship for all, including visitors, members, friends and guests. This extends to the greater community in providing news and information about Rincon Congregational UCC through advertising. Intergenerational potlucks are organized, as scheduling permits, to bring attendees from both services together in community.

CLM team organized and hosted an Easter Potluck, joined with Faith Development to host an Ice Cream Social in October and hosted a Pie and Coffee event in November. The CLM Team also organizes receptions for Celebrations of Life, with the team hosting three such events in 2019.

An important role of the CLM team is to schedule volunteers to provide refreshments following each service. Sharing of refreshments is a time to welcome newcomers and to be in fellowship with Rincon friends and members. CLM also provided cakes for the receptions to honor the departing Music Director, hosted a reception and commissioned an artwork for out-going Bridge Pastor and hosted the welcome reception for the Interim Pastor.

The creation of a new, Pictorial Directory was completed to allow members to better connect with each other. Outreach to the community included advertising through a visual ad at the Loft Cinema, an ad in Reveille program and the creation of new Visitor Welcome Bags with custom decorated pens and mugs.

Under the umbrella of the CLM Team is the Called to Care (C2C) Team. This team provides visits to homebound/ill members and friends and reaches out with countless calls and cards to show remembrance, care, and concern. C2C also hosted a potluck following a Celebration of Life. The C2C team consisted of Katie Geran, Dean Hokel, Nancy Woodling, Jean Granillo, Ann Geiger, Ina Merson, Cathie Seifert, Geoge Easely, Barbara Myers, Jeana Butler, Lois Runyon, and Pastor Seth Wispelwey.

Members of the 2019 CLM Team were Beth Shelby, Margaret Douglas, Ann Geiger, Ina Merson and Kathy Snover. In addition, the regular attendees and participants included Pastor Seth and Nancy Congdon.

The Faith Development Ministry Team is responsible for supporting the introduction, education, and evolution of faith throughout the Rincon Church community. Through programs for all age groups, including church school for children, youth and adult forums, and the sponsorship of intergenerational activities, the Faith Development Ministry Team strives to build a firm foundation and enable a lifetime of growth in the Christian faith to support the Mission of Rincon Church.

Faith Development

Amanda Goodenow and Jen Thorn, Co-Chairs

The Faith Development Ministry Team has had a busy 2019!

We are responsible for supporting the introduction, education and evolution of faith throughout the Rincon church community and strive to offer exciting events that foster ideas of stewardship, justice and kindness among our youth and the wider congregation. This year, we changed our focus away from more traditional offerings and moved to an event focused mindset. To this end, we organized an Easter Egg Hunt, with nearly 30 in attendance. Children collected eggs which contained more pagan notions of spring: fertility, rebirth, renewal, metamorphosis and bible scripture reflecting the same and hung the contents on an Easter tree. We held a Sew-A-Thon to create and fill cloth personal care bags for the migrant shelter, with over 40 people attending from our own and several other UCC churches across Tucson. Over 70 bags and enough toiletries for over 100 asylum seekers were gifted from this event. We hosted UCC polity discussions for three months for all curious information seekers and our pastor continues to offer thought-provoking book discussions throughout the year. An altar was arranged to celebrate loved ones for Dia de Los Muertos; we distributed materials to support Advent practices at home; and a Christmas Winterhaven event provided an opportunity for food, fellowship and fun.

A goal this year was to increase involvement of our children in the full life of the church. Some of this involved working with other ministry teams, such as co-organizing a hike in Sabino Canyon and building Lucy's Warbler's nests for Tucson Audubon Society with the Creation Care team as well as co-organizing an ice cream social and a movie with the Congregational Life team. We updated the seating in our beautiful outdoor Children's Space. Children were integrated into our regular church services with the addition of a children's corner in the Sanctuary, weekly lectionary-based children's worship bulletins and coloring pages (which are available for adults too!) and a musical service which strongly featured our children. Finally, Ginger has arranged a wonderful rotating display highlighting the many thought-provoking books in the church's library and we were able to support a child to attend the UCC/Disciples of Christ summer camp.

It has been a busy and exciting year for us and our enthusiastic team is looking forward to providing even more opportunities in 2020!

We have had many dedicated members involved in our team throughout the last year, including Rebecca Egbert, Rev. Ginger Taylor, Rev. Gretchen Steffenson, Henry Sabia-Tanis, Rev. Curt Ackley, Rev. Seth Wispelwey, Jen Thorn and Amanda Goodenow. Ashley Kendrew has served as a long-term childcare staff member for our youngest members.

The Justice and Witness Ministry Team shall have the responsibility of providing leadership and education of the congregation for outreach activities of Rincon Church pursuant to Rincon Church's Mission.

Justice & Witness
Cydne Bolton, Chair

Our Ministry team programs experienced much ebb and flow in 2019.

We were stewards of a Migrant Shelter program that provided temporary shelter to asylum seekers released from Immigration and Customs Enforcement custody. Church members, local volunteers, and nationwide volunteers provided respite, food, clothing, and transportation to those in need.

The Hospitality program received another guest because of our commitment to local vulnerable and at risk members of our community. Going forward, we will create a Memorandum of Understanding for each guest with the goal of establishing self-sufficiency.

At times, we had difficulty getting volunteers to make sandwiches and soup for Casa Maria. Thank you for those of you who were steadfast. We ended the year strong within the soup making category and did not miss a month in the last quarter.

We hold strong in our collaboration with Tucson Interfaith HIV/AIDS Network. We sponsor a meal for Poz Café each February and provide gifts for the TIHAN Travelling Tree each December.

The Creation Care program held successful events in collaboration with Faith Development. Families and friends celebrated themselves and all of God's creation as it should be. In 2020, we look forward to habitat healing and care opportunities.

I personally thank each member of this ministry team for what they gave in body and in spirit.

If you have a passion for social justice, please consider joining this ministry team. We welcome new members. Meetings are the second Tuesday of each month.

Justice & Witness Ministry Team Members: Kathe Padilla, Diane Pothast, Karen MacDonald, Dave Buss, Jessica Larriva, and Wolf Schnieter

The Personnel Ministry Team is responsible for providing an integral link between the paid personnel of Rincon Church and the congregation. Its primary focus is on providing consistent hiring practices, and regular systematic evaluation to ensure effectiveness in fulfilling the Mission Statement of Rincon Church.

Personnel

Dean Hokel, Chair

This has been a very busy year for the Personnel Ministry Team. With the unexpected resignation of the Senior Pastor, the Personnel Ministry Team, guided by the Conference Minister and in consultation with the Rincon UCC Moderator, created a severance package according to the terms of the Senior Pastor Call Agreement. We also negotiated a Call Agreement for a Bridge Pastor in consultation with the Conference Minister and the Bridge Pastor. After the Intentional Interim Pastor Search Committee recommended a candidate, we negotiated a Call Agreement according to Conference guidelines and in consultation with the Stewardship and Finance Ministry Team.

With the resignation of the Choir Director, the Personnel Ministry Team conducted an exit interview with the Choir Director. We created an Interim Choir Director Job Description and negotiated with the Accompanist to fill that position through October. We created two different job descriptions in the event we would need to hire separate individuals for each service. One job description was called the Choir Director and the second job description was called the Band Director. In cooperation with Music, Worship, and Arts, we negotiated a contract with Tracy Howe Wispelwey for November, December and January. Worship, Music, and Arts decided not to implement the contract. We then contracted for an Interim Choir Director and are prepared to recruit and hire a Choir Director or Directors in 2020 after budget and Council approval.

We hired and created a job description for the Manager of the Migrant Shelter. She resigned after six months when the shelter closed. We also created job descriptions for the Kitchen Coordinators and Volunteer Coordinators that were not implemented.

The contractor Sexton doubled his price, which the Council interpreted to mean that he did not want the job anymore. The Council recommended going back to an employee Sexton. We updated the job description and advertised for the position. We interviewed for the Sexton position and hired a new Sexton.

We completed all employee evaluations in cooperation with Faith Development. Faith Development wanted to be involved in the evaluation of the Child Care and Nursery employees. Faith Development created a new evaluation tool to use for these two positions. The Nursery employee resigned because of health reasons. To be faithful to safe church practices, the remaining child care provider was asked by Faith Development to be present with the children at the table during worship. If it becomes necessary for a child to be removed from the worship service, a volunteer adult will accompany the child care provider to room 12. It would be appropriate for an Intentional Interim Pastor evaluation to be scheduled for February.

Members of the Personnel Ministry Team include: Dean Hokel, Kathy Duval, Linda Johnson, and Barbara Lamb.

The Stewardship and Finance Ministry Team is responsible for conserving, preserving, and protecting the financial assets of Rincon Church.

Stewardship & Finance

David Stone, Chair

I am pleased to report that we finished 2019 in much better financial shape than I expected when we started the year. Many thanks to all of you that committed to go the extra mile with us. Special thanks to those who donated the \$18,000 to the Bridge Pastor Fund, to those ordained ministers among our membership who provided pastoral care, counseling and pulpit supply at their expense saving the congregation some \$11,000 over 10 weeks, and to Rich Smith, Dave Buss and Alex Tentser for maintaining a music program for seven months saving us \$9,000 while we waited for clearer music program direction and a new director. All this extra effort resulted in us closing the gap between income and expense by some \$38,000 keeping our expenditures for 2019 within 12 percent of our income. See the Treasurer's Report for details. Our deepest appreciation to all from the members of the Stewardship and Finance Ministry Team.

In addition to the support for our operating budget discussed above your generosity to these J&W outreach programs was truly amazing:

Rincon Migrant Shelter	\$26,345
Hospitality Program	\$1,055
Creation Care	\$1,297
Five UCC Offerings ¹	\$2,694
Good Samaritan Fund	\$440
J&W Outreach Ministries	\$31,831

An audit committee is completing an internal audit of the 2018 fiscal year. All receipts and expenditures are accounted for and properly recorded. The congregation remains in sound financial condition having no debt, and assets in cash and cash equivalents totaling \$337,786 year end December 2019.

As of January 5, we have received 71 pledges for 2020 in the amount of \$189,975 and are expecting more pledges to bring that amount to \$200,000. Our stewardship campaign for 2020 will close after the annual meeting this month. All new pledges after that point will be part of Leap of Faith.

Although, as a congregation, we did yeoman's work closing the financial gaps that we faced in 2019, our ability to 'grow forward' in 2020 and beyond will require ongoing faithfulness and commitment.

The S&F mission is accomplished by a multitude of dedicated staff and volunteers including the DCA (Nancy Congdon), bookkeeper (Donna McCue), treasurer (Joe Seger), the Counting Committee (Heidi Shirk, George Easley, Debbie Curtis, Sharon Nicks, Ann Brittain, and Sharon Hildebrand), the audit committee (David Shirk, David Stone, Rich Lamoreaux), all led by the S&F Ministry Team (David Stone, Karen Webster, Sharon Hildebrand, Jim Slinger and Joe Seger). My sincere thanks to all these faithful servants, who make sure we act in a fiscally responsible and prudent manner.

¹ The denominational offerings are One Great Hour of Sharing, Neighbors in Need, Strengthen the Church, and the Christmas Fund. The fifth, Our Church's Wider Mission is a budget item in the operating budget at \$13,000.

The Worship, Music and Arts Ministry Team, in conjunction with the Pastor, is responsible for the formal expression of worship (the services) of the congregation. The Ministry Team shall also foster spiritual enrichment through the arts and nurture artists to use their gifts both within the congregation and the wider community.

Worship, Music & Arts

Julie Cahoon, Chair

2019 has brought changes and exploration opportunities to the Worship, Music and Arts Ministry Team. Following the departure of Reverend Doctor Delle McCormick as our Senior Pastor at Rincon, the congregation welcomed Reverend Curtis Ackley as our Bridge Pastor in February. Reverend Curt led services and supported congregants through the Lenten Season and during our transition to calling an Interim Minister.

We were blessed to be led by many talented and generous clergy members as we awaited the selection and arrival of our new Interim Pastor. These individuals included: Rev. Dave Buss, Rev. Rich Smith, Rev. Karen MacDonald, Rev. Inge Detweiler, Rev. Gretchen Steffenson and Rev. Dean Hokel. We are forever grateful for the contributions made by these individuals on Sundays and behind the scenes throughout the weeks.

In August, we welcomed Reverend Seth Wispelwey as our Interim Pastor. Reverend Seth is currently serving with thoughtful and intentional sermons and is actively getting to know all members as he supports us through this critical and very intentional time. As Pastor Seth stated in the September 2019 Newsletter, he is here “to learn what you love about Rincon UCC, what brought you here, where you see us needing to grow, where you dream of us going, and what it’s going to take to get us there.” We are blessed to have him leading this time with such vision.

On the musical front, we had some changes, as well. Bryan Van Gelder, Director of Music, accepted a new job in Phoenix at the end of March, which left a significant gap in our musical leadership. Bryan had served as a “complete package,” selecting music and hymns in conjunction with clergy, and leading the Chancel Choir and band as a performer. The Worship, Music and Arts Ministry Team explored and tried a few different approaches to address the gaps widening with Bryan’s departure. We are grateful for the leadership and flexibility offered by our talented accompanist, Dr. Alex Tenster, Chancel Choir members, Rev. Rich Smith, Rev. Tracy Howe Wispelwey and our committed band members during this time! In November, the WMA Team solicited the talents of member, Greg Swanson, who has now agreed to lead us through the 2020 Lenten Season when we plan to have the position of Choir Director filled.

Worship, Music, and Arts worked to provide special music during the year. With Lucille Habeck’s generous gift, The Dixie Cats ushered us into the Lenten season. In July two Blue Grass professionals performed along with Stranger. Advent was kicked off with seven of Dr. Alex Tentser’s students performing. Also in December, Rev. Tracy Wispelwey guided our youth in leading the service and sharing their musical talents.

A number of special services were conducted throughout the year enhancing our worship experiences. These included: Ash Wednesday soup supper and ashes, a Mindful Meditation Lenten series, Maundy Thursday Tenebrae Service, Good Friday blessings in the Prayer Garden, Easter sunrise service in the labyrinth, Worship on the Mountain, Service of the Longest Night, and a Christmas Eve celebration.

The WMA Team also made two decisions that extended the 10 a.m. single-service schedule through the end of January 2020. This was done based on our available musical resources and to build cohesiveness of members and attendees under one roof.

In a nutshell, we have had quite a year, but it has brought the WMA team new members and diverse perspectives that grow and support the worship experience of all that enter our doors. The WMA Team includes David Stone, Linda Stone, Kathleen Broughton, Rick Lucas, Greg Swanson, Erik Johnson, Mike Holmberg, Kelly Kahlstrom and Julie Cahoon, Chair. The Digital Worship Team, graciously preparing and running weekly slides, includes Chris Jones, Ina Merson, David Stone, Kathleen Broughton, Linda Johnson, Jeff Owens and Eric Kaldahl.

The Davis Memorial Scholarship Fund was created in 1972 to assist deserving people in their pursuit of a higher education. The Fund shall provide loans or grants to individuals who are in need of assistance to continue or pursue studies of their choice. The Fund is also established to encourage people to enter the field of Christian service.

The Davis Memorial Scholarship Fund

Annabel Crites, Chair

During this year the Davis Memorial Scholarship Fund has issued two loans totaling \$40,000. We are funding a culinary student and also a graduate degree in Business Administration. We make low cost student loans and are always looking for persons associated with Rincon who would like to improve their lives through additional schooling.

The Davis Memorial Scholarship Fund is an outreach mission of Rincon Congregational United Church of Christ. It is a funded by an irrevocable trust set up many years ago by Richard Davis. The purpose of the Fund is to assist individuals (connected to our church) in the advancement of their education. We approve any type of schooling that would assist recipients in improving their life. The Board makes loans after requests are received, and reviewed as to their merit. Repayment begins 9 months after graduation or the cessation of schooling.

Since the seventies when the DMSF began, we have issued 95 loans. At this time, December 2019, there are 10 active loans. During this year, two recipients have totally repaid their loans. Four recipients are still in school and six persons are repaying. Our portfolio is currently valued at \$699,368.89.

DMSF is always looking for persons who would benefit from its program. We have posted announcements in the Rincon publications to increase the awareness of the DMSF. Applications are available in the church office and can be obtained via email.

Bob Stofft, Barbara Myers, Jean Payne, W. Mark Clark, members and Jim Davis as the representative of the Davis Family.

2020 Slate of Officers & Ministry Team Chairs

Moderator – Barbara Lamb

Moderator-Elect – Erik Johnson

Treasurer – Joe Seger

Clerk – Wolf Schneider

Buildings & Grounds – Chris Jones

Congregational Life – Margaret Douglas

Faith Development – Jen Thorn and Amanda Goodenow

Justice & Witness – Kathe Padilla

Personnel – Nancy Woodling

Stewardship & Finance – Dave Stone

Worship, Music & Arts – Julie Cahoon

RCCC Child Care Center, Inc. – Eric Johnson, Mary Ann Dobras, Larry Schloss, Dave Stone, Joe Seger

Davis Memorial Scholarship Fund – Annabel Crites, Bob Stofft, Barbara Myers, Jean Payne, W. Mark Clark, and Jim Davis as representative of the Davis Family.

Proposed 2020 Budget

Income			Expense			Expense			
Contributions and Misc			Church Council			Stewardship & Finance			
	Pledges	199,985		AZ Corp. Commission	10		Brochures	250	
	Unpledged	22,000		Per Capita Dues	2,500		Brunch	150	
	Bridge Pastor Fund	-		SW Conf. Delegates	500		Fund Drives	400	
	Leap Of Faith	30,000	Total Church Council		3,010	Total Stewardship & Finance		800	
	Loose Offering	7,500	Church Office			Worship, Music & Arts Ministry			
	Just Coffee	650		Bookkeeping Supplies	220.00		Candles & Decorations	267	
	Building User Fees	12,000		Computer Office	1,000.00		Copyright	302	
	Interest/E-Scrip Income	300		Office Supplies	1,400.00		Guest Musicians	1,725	
	Misc Income/Hospitality	7,200		Postage	1,200.00		Music Supplies	1,800	
Expected Income		279,635		Postage Meter	400.00		Piano Tuning	250	
Expense				Publications	150.00	Total Worship, Music & Arts Ministry			4,344
Faith Development Ministry Team			Total Church Office			4,370	Personnel Ministry		
	Curriculum	250	Building & Grounds Ministry Team					Senior Pastor Salary/Benefit	84,567
	Recognition	-		Insurance - Auto	1,200		Dir. of Church Administration	47,070	
	Retreats & Workshops	700		Building Maint. & Repair	5,000		Accompanist	17,042	
	School & Childcare Supp	200		Central Alarm	560		Assistant Minister	-	
	Seasonal Activity	700		Church Auto	200		Bookkeeper	8,467	
	VBS	-		Cleaning Supplies	600		Child Caregiver	2,914	
	UCC Camp Scholarship	500		Cleaning Service			Choir Director	15,654	
Total Faith Development Ministry		2,350		Computers Facilities	500		Interim Choir Director	3,750	
Justice & Witness Ministry Team				Copier Lease & Usage	2,400		Sexton	8,755	
	Migrant/Hospitality Min	-		Costco Membership	325		Sexton Assistant	7,200	
	Creation Care	-		Electric	10,000		Faith Community Nurse	-	
	UCC SW Mission	1,000		Equip. Maint. & Repair	800		Guest Minister	1,200	
	Misc Ministries	-		Fire Extinguishers	475		Nursery Care Giver	-	
	UCC - OCWM	13,000		Gas	2,000		Bank Service Charges	286	
	ICS	500		Insurance PCGL	13,711		Payroll Expenses	11,355	
	Pride	500		Kitchen Supplies	1,200		Staff Cont. Education	1,200	
	UCC - Sow the Seed	500		Landscape Maint.	8,196		Substitutes	175	
	TIHAN Exp.	500		Sign	50		Workers Comp Insurance	2,500	
Total Justice & Witness Ministry		16,000		Telephone	5,000	Total Personnel Ministry			212,135
Congregational Life Ministry				Termite Contract	500	Total Expense			308,526
	Advertising	1,200		Water	10,400	Net Income - Expense			(28,891)
	Called to Care	200	Total Building & Grounds Ministry		63,117				
	Fellowship Functions	1,000							
Total Congregational Life Ministry		2,400							