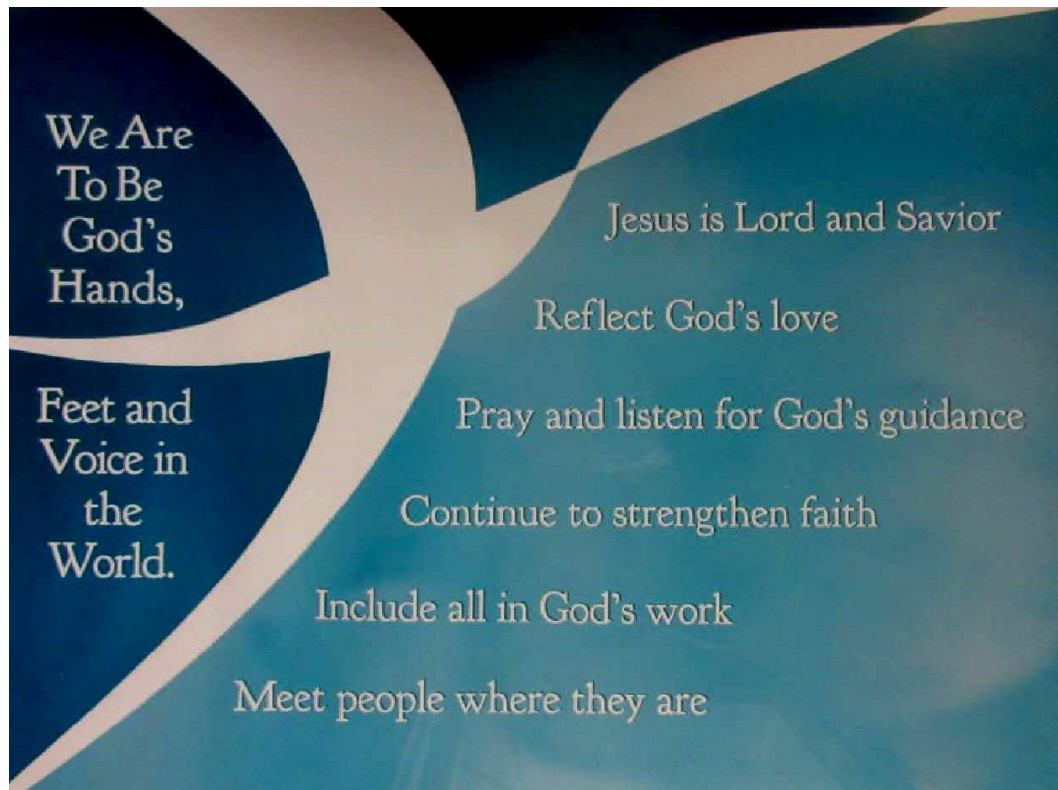


UNITED IN FAITH
ANNUAL MEETING PACKET
FOR 2023



[INDEX](#)



January 9, 2024

Dear Members of United in Faith Lutheran Church,

The United in Faith Annual Meeting will be held **Sunday, February 25, 2024, at 11:00 AM**. This year we will be holding the meeting in person right after our 10:00 am worship service.

Please review the Annual Report packet before the meeting so you are familiar with its contents. The Annual Report packet is expected to be available by Sunday, January 28, 2024, and can be found on our website at <http://www.unitedinfaith.org/> under the tab About Us / Governing Documents and Policies.

If you need a printed version of the Annual Meeting packet, you can call Jeanne at the church office to request a copy. We hope you will be able to pick your copy up from the church office before the Annual Meeting. If you cannot pick it up yourself, but you need a printed copy, please call the church office, so we can determine how to get it to you (some can be hand delivered, others may have to be mailed). You will not receive a printed copy unless you request one from the church office – call Jeanne at 773-283-2326 or email admin@unitedinfaith.org.

Thank you for your hard work this year in making United in Faith successful. Your energy and commitment are essential in our efforts to achieve our goals of being God's Hands, Feet and Voice in the World.

In Christ,

Claus Peter Herberg
2023 UIF Congregation President

**2023 ANNUAL REPORT
TABLE OF CONTENTS
SUNDAY, FEBRUARY 25, 2024**

[Letter from President](#)

[Table of Contents](#)

[Annual Meeting Agenda](#)

[Minutes from previous annual meeting](#)

[Pastor's Report](#)

[President's Report](#)

[Treasurer's Report](#)

[Congregational Budget](#)

Committee Reports (Committees reporting directly to Council)

Audit Committee – available at annual meeting

[Educational Scholarship Committee](#)

Finance Committee – see Congregational Budget.

[Mission Endowment Committee](#)

[Property Committee](#)

[Transition Team](#)

Congregational Reports (groups reporting directly to the congregation)

[Nominating Committee](#)

[Synod Assembly Delegates Report](#)

Ministry Reports (Ministries report directly to congregation)

CHRISTIAN FORMATION

Christian Education

Vacation Bible School

Spiritual Growth

[Music & Worship](#)

OUTREACH

Public Relations

[Social Media](#)

[Website](#)

Community

[Justice](#)

INREACH

Member Care

[Communion Visitation](#)

[Shepherd's Staff](#)

[Stewardship](#)

Volunteer Coordination

[Greeters](#)

[Fellowship - Coffee](#)

Congregational Care

[Church Health Team](#)

Community Groups

[Brownies & Girl Scouts](#)

[New Life for Old Bags](#)

[Constitutional Amendments](#)

[INDEX](#)

**UNITED IN FAITH LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING
SUNDAY, FEBRUARY 25, 2024
AGENDA**

- I. Meeting called to order
- II. Council VP: Count all members and establish a quorum
Count provided to Secretary for inclusion in minutes
- III. Devotions: Pastor
- IV. Adoption of Agenda
- V. Approval of the February 12, 2023, Annual Meeting Minutes
- VI. Council President's report to Congregation
- VII. Pastor's report to Congregation
- VIII. Audit committee
- IX. 2023 Treasurer's report
- X. Approval of the 2024 Congregational Budget
- XI. Committee reports are found in the Annual Report
- XII. Ministry reports are found in the Annual Report
- XIII. Nominating Committee
 - A. Congregational Council four positions: four for 2 year terms)
 - B. Voting Members to the 2024 Synod Assembly (1 male, 1 female {if possible}, plus alternates)
 - C. 2024 Nominating Committee (3 – 5)
- XIV. Old Business
- XV. New Business
 - A. Amendment to Audit Procedure
 - B. Philanthropy Task Force
- XVI. Motion to Adjourn
- XVII. Closing Prayer: Pastor

The 2024 Congregational Council will meet following the conclusion of the Annual Meeting for election of Congregational Council Officers. Results will be included in next month's newsletter.

[INDEX](#)

**UNITED IN FAITH LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING MINUTES
SUNDAY, FEBRUARY 12, 2023**

The meeting was called to order by President Kim Childress at 11:06 AM.

A quorum of 29 voting members was established. Rev. Robert Goldstein (supply pastor) led us in an opening prayer.

Adoption of Agenda: Added Pastor transition to New Business. Rich Guzik moved to accept the agenda as amended. Passed.

Adoption of Annual Meeting Minutes of February 28, 2022: Note that there was an error in the Nominating Committee section (with the same person listed as moving and seconding the motion). The motion passed, and including the name of the person seconding a motion is not required. Rich Guzik moved to accept the minutes as amended. Passed.

Council President's Report: Kim Childress presented her report, stating that it was an interesting year, with discussions on electric vehicle charging stations and the resignation of our pastor. Additional details are in the annual meeting packet. Kim Childress closed her remarks by stating it was a pleasure to serve as council president.

Pastor's Report was provided by Rev. Carla Thompson Powell prior to her departure and is in the annual meeting packet.

Audit Committee Report: The audit for 2022 will be done at a later date. The Audit Committee does not have enough people to perform an audit at this time. Rich Guzik volunteered to join the Audit Committee to assist in the upcoming audit.

Treasurer's Report: Peter Herberg gave the report. We had \$138,966 in church operational income for 2022. Special gifts were \$74,218. Expenses were \$272,671, leaving a deficit of \$89,487. Our general investments had a total loss of \$40,647, including the education fund loss of \$47,279. The general Thrivent Harriet Kurz fund had a loss of \$38,149, and the ELCA ministry growth fund had a loss of \$28,761. United in Faith experienced a total loss in 2022 of \$254,823. Rick Guzik moved to accept the Treasurer's report subject to audit. Passed.

2022 Proposed Budget: Peter Herberg gave the report. The proposed income budget is \$110,800. The special gifts budget is \$40,000 due to United in Faith being the sole beneficiary of an insurance policy from the Harriet Kurz Estate, and one additional payment is expected in 2023. investment income assumes a 6.2% return. The \$74,530 investment income budget is higher than last year. The expense budget is \$285,760, which is higher than last year's budget by \$7,248. Salaries and Benefits are budgeted higher in 2023 budget due to synod guidelines. 2023 Budget assumes % time for a pastor and a modest increase for other employees. The increase in the 2023 Administration budget is due to a 15.2% increase in insurance costs (due to industry cost increases that are not specific to United in Faith). Maintenance Expense budget is the same as in 2022. The 2023 Outside Musicians budget has stayed the same as in 2022. The total budget for 2023 is \$285,670. Gretchen Quillin moved to adopt the budget. Passed.

Committee Reports are found in the annual meeting packet. Ministry Reports are found in the annual meeting packet. Nominating Committee Report was given by Kim Childress.

Congregational Council slate: Two-year terms 2023-2025

- Joyce Csapo
- Julie Lozich (incumbent)
- Pam Marino

Gayle Guzik nominated Denise Boyer. Amended slate:

- Joyce Csapo
- Julie Lozich (incumbent)
- Pam Marino
- Denise Boyer

Rich Guzik moved to close the nomination for Council. Passed. Dave Quillin moved to accept the slate as presented. Passed.

Nominating Committee slate: One-year term (requires at least one outgoing council member)

- Harold Edmonson (outgoing council member)
- Janeen Devine
- Kim Childress (outgoing council member)
- Mary Haas (outgoing council member)

Barb Patrick moved to close the nomination. Passed. Dian Hoyem moved that the nominated slate for Nominating Committee become the elected slate. Passed.

Synod Assembly: Voting Member slate

- Peter Herberg
- Mary Haas

Synod Assembly: Alternate for Synod Assembly slate

- Harold Edmonson
- Jeanine Devine

Dian Hoyem moved that the nominated slates for Synod Assembly and Synod Alternates become the elected slates. Passed.

Old Business: None

New Business: Process for replacing Rev. Carla Thompson Powell has begun. The synod will provide interim pastors for us to interview. Executive Committee on council will interview the Interim candidates and will select that person. Additionally, United in Faith must provide forms on our ministry profile before the synod will open the permanent position to applicants. United in Faith needs to put together a Call Committee. The Call Committee will be voted on at a later date. Total timeline until hiring a new pastor is expected to be about a year.

Motion to Adjourn: Gretchen Quillin motioned to adjourn. Passed. The meeting was closed with the Lord's Prayer. Meeting adjourned at 11:41 AM.

Respectfully submitted, Gretchen Quillin, Secretary

[INDEX](#)

Pastor's Annual Report

2023 has been a year of being “in the now and the not yet”. In January, Pastor Carla Thompson-Powell became an Associate to the Bishop and Director of Evangelical Mission in the Metro-Chicago Synod. Pastor Robert Goldberg provided worship leadership in February and much of March. On March 20, I became your interim pastor.

While this is a time limited role, the work of United in Faith is not. Your welcome to me and my family was heartfelt and deeply appreciated. Palm Sunday was **April 2nd** and Holy Week was a whirlwind of activity, including the death of Sue Wilfong. Sue was a long-time member of United in Faith, whose love of this church was well known. She was introduced to me as a poet and shared her gifts with us even in her passing. Her death on Good Friday was not unexpected, but her presence is greatly missed.

On Easter, April 9th, United in Faith celebrated 25 years as a congregation. Bishop Yehiel Curry preached a service of Resurrection and stayed to share stories and food afterward. The eight congregations that merged to form this congregation are commemorated again by the banners they created at the end of their ministries. They hang high in the fellowship space still.

Each new season has brought a re-arrangement of the physical layout of the sanctuary. Sometimes the shifts have been small, other times substantial changes to the seating and the altar area have appeared. Always seeking to center the Eucharist, the first move was to put the alter directly under the cross on the south wall and align the lectern to visually support the table rather than overshadowing it. Congregational seating has been adjusted to allow for better line of sight for the streaming camera, and to help people see worship from new angles throughout the worship year. The congregation has been remarkably jovial about these changes.

May was a month of getting to know each other. Gracious conversations introduced me to many of you as we settled into the season of Easter and God's promise of living salvation. Pastor Manoj Gunthoti preached and presided on Pentecost. He is serving as a new Mission Developer of Mosaic Ministry on North Avenue and Oak Park Avenue. He and his wife Smitha are ordained pastors, originally from India. They brought the good news and word new ministry to the neighborhoods south of us.

June brought the death of another long-term dedicated congregation member—Joe Childress. Joe served on several committees most notably the property committee. He was the go-to-guy for all things physical plant. He and his family served as the altar guild for many years and “Joe would know where that is,” will be heard echoing in our building for years. His funeral on June 6th, filled the sanctuary. More than 200 people attended the service, as witness to his ministry and care to the communities he loved.

The Book Club read Ibrim Kendi's **How To Be An Antiracist**. We decided to keep the conversation going during July and August. Those conversations were challenging, but also revealing of the work members have done and hope to continue doing for increased awareness and channeled activity.

The Transition Team met in June and began the work of discerning UiFs strengths and needs to match with a new pastor. The team includes Claus-Peter Herberg, Dian Hoyem, Bonnie Maginnis, Mary Haas, Dave Quillen, Elizabeth Wittman and Kim Childress.

The month of **July** was also full. Throughout May, June and July I sought to understand UiFs relationship with St. Cyprian's Food Pantry. There were several areas that benefitted from improved communication with them and their Board. Learning about building needs from their end and presenting

concerns from our end, helped us to relieve some of the tension that had evolved between us. I learned how they continue to serve 170 families each week and that our space is a blessing to that ministry. Although the Covid pandemic has largely passed us, people continue to struggle to meet basic food security and depend on the pantry. I shared our concerns about the energy consumption of the freezers and the cooling equipment. This encouraged them to audit and replace some of their older freezers for more energy efficient equipment. I check in with them on a regular basis and attend their quarterly Board meeting. They have welcomed me and strongly voiced their appreciation for this regular communication. I have urged them to consider adding United in Faith's Pastor to their board to further solidify our relationship, they have agreed to do so.

The Immigrant situation in Chicago reached a new level in July and several organizations in our area ramped up action and information sessions. Janeen Devine connected us with those groups, most particularly the Immigrant Resource Fair thru Wright College and a pilot of Children's Story time. The Fair was well attended, and our contributions were helpful. The Children's Story time was not as successful, but it revealed that transportation is a factor for new immigrants and services that require they come to us are less helpful.

I attended the ELCA Rostered Leaders Gathering in Phoenix. I engaged other pastors and gained insight into some of the issues congregations in other regions are navigating. Supporting immigrants and addressing poverty were the focus of several of those conversations. I was also privileged to experience a land acknowledgement discussion that centered on the Arizona region and hear the impact of that how that simple acknowledgment provided hope for native people seeking greater recognition of the effects of westward expansion and genocide of native people in the United States. This was a powerful experience.

On July 30th, the first congregational Transition Team gathered 24 people for lunch and conversation. We explored the nature of inward looking and outward looking groups. The energy was high and promising.

August was a slower month. The Chicago heat turned up and our activities slowed down. Carolyn Doughty spear headed a team to provide cool drinks and cookies to patrons waiting to receive food from St. Cyprian's Pantry. On August 28th, Carolyn, Bonnie Maginnis, Harold Edmundson and I served lemonade, water and cookies to more than a hundred people. We shared welcome and had several prayer requests for people who were suffering with health concerns.

Personally, I was diagnosed in late August with endometrial cancer. This was a startling diagnosis but relieving to have a reason for my increased fatigue over the proceeding months. Surgery was scheduled for October 2nd.

In September, banners were installed over the front LED sign to highlight our Sunday morning worship time. We celebrated the Seasons of Creation in Sunday worship. As part of that focus, I connected with the Dunning Read Natural Area volunteer team. They are revamped and recommitted to return some of the land across Irving Park Road to native marshland, for both the ecosystem and the neighborhood's health. Opportunities to support that restoration are available to the congregation and the Girl Scout troop.

Jeanne Rice took a much needed vacation in September. Her steady presence during the time between Pastor Carla and my arrival was extraordinary. She ran the office and supplied Pastor Bob Goldberg with excellent support in February and March. She also brought me up to speed and continues to serve United in Faith faithfully. I deeply appreciate her knowledge and willingness to fill in gaps. She is a blessing.

On September 16th, John Allanson was memorialized at United in Faith. Married in our Sanctuary we also provided space for his service. A Chicago Policeman, the Police Chaplain and I presided. A bagpiper added the pipes to send John home.

On **October** 1st, we dedicated the Children's Classroom Mural. Jeanne Shira's creativity and skill are plainly visible in that space. She attended through FaceTime and received our thanks and affirmation. The children's classroom currently serves throughout the month when child accompany their adults to meeting and events.

My surgery on October 2nd, meant I was homebound until October 19th. Pr. Julie Boleyn graciously supplied the pulpit and allowed me to heal confident that the Church was hearing the Good News on Sunday morning. I am so grateful to her, and to you all for your ability to flex during this time. Council also graciously postponed the October Council meeting a week to allow me to easy back into that week. Thank you!

The office hours shifted in October to better navigate around the increased traffic during Food Pantry Hours. Previously they had been Monday, Wednesday, and Thursday 10-3. From October 2nd they are Tuesday and Wednesday 9-5pm. Those are Jeanne Rice's hours. I am generally in the office Wednesday and Thursday 8:30-2:30 unless visitations draw me away.

On October 29th, we celebrated Reformation with a worship festival and an Oktoberfest style lunch. The entire music team was present and let out all the stops! It was a lovely day of singing and laughter!

In **November**, we assembled an ofrenda for All Saints Sunday and congregation members brought photos and tokens to remember the Saints in our families and congregation. We kept the table and photos up through November.

As the temperatures fell, I continued to serve coffee and pastries to Food Pantry patron Monday and Thursday mornings. This will continue until spring brings warmer temperatures.

Giving Sunday was November 19th. Special thanks to the Stewardship Committee for their stalwart efforts. Gretchen Quillen, Rich Guzik and Denise Boyer deserve our deepest appreciation!

Richard Trost, our keyboardist who served United in Faith for many years, bid us goodbye. His gifts and presence were a blessing to us. He is missed, but we wished him joy and hope his ministry continues to serve God in a new place.

December is always a busy month for Church, particularly the last two weeks. This December was no exception! On December 2nd, a mighty team gathered to decorate for Advent. They put up the tree and the lights, hung banners and angels and set the Nativity set in place under our Communion Table. We celebrated the four Sundays of Advent, making straight the way of the Lord!

Every Wednesday 4-9 folks gathered to celebrate Holden Evening Prayer.

On Thursday, December 21st, we gathered to acknowledge that Christmas is a complicated season and many of us experience grief and loss most acutely as the light twinkle and the music swells. Our Blue Christmas service was on the longest night of the year and five of us gathered to lift our hearts and share some of our grief.

December 24th was both the last Sunday in Advent and Christmas Eve. So our 10am service allowed us to light the final blue candle and our 11 pm service was the first time the ring was lit and the center Christ candle heralded the birth of our Lord.

We gathered again on Monday, December 25th to sing praises and wish each other a Very Merry Christmas.

The December 31st Lessons and Carols Service was led by Council President, Claus-Peter Herberg.

Through it all Lois Cornils covered each Sunday and anchored both the Choir Sundays and the Band Sundays. As always, she was gracious every Wednesday and Sunday. I feel great appreciation for her gifts as a musician and her presence in our space. She deserves your vocal acclaim and thanksgiving. Jane Shira, Dave and Gretchen Quillen's dedication to music and technology in this congregation are astonishing. Jane creates the Sunday worship morning slides. Dave masters the Sound and Gretchen wrangles our electronic public face. If you aren't aware of all they do for United in Faith, please watch them on Sunday morning. Their love of this place is apparent each and every time.

Special thanks to Gretchen who bakes our communion Challah and allows me to speak the truth as I say: Taste and see that the Lord is good.

Band members Tim Stine and Kurt Anderson round out the music team. Tim's acoustic guitar adds a fullness to our sound that makes my heart sing. Kurt provides a steady rhythm that keeps us moving. I am grateful to all the players who share these gifts with us and allow our congregation to worship through music.

As you can see, much has happened at United in Faith this year! I am grateful to be your Pastor during this time. Please receive my heartfelt thanks to each of you for your kindness and your devotion to be God's hand and feet and voice on Irving Park Road.

Respectfully Submitted,
Pastor Jeanine Reardon

[INDEX](#)

2023 Council President Report

February 25, 2024

What a year. We all found out in January that Pastor Karla was leaving us for a position with the Synod as of February 1, 2023. After consenting to being the Church Council President right after the Annual Meeting, my first responsibility was to work with the Synod to secure an Interim Pastor and secure Supply and Pastoral Care Pastors until the Interim Pastor starts. A special thanks to Pastor Bob Goldstein for being willing to preach most Sundays until an Interim Pastor was found.

In early March, the Church Council interviewed the Synod's recommendation, Jeanine Reardon for the Interim Pastor position and afterwards, she was accepted by the Council. Interim Pastor Contract negotiations followed, and Pastor Jeanine started in mid-March 2023. The first couple of weeks of her tenure included onboarding her and getting the Sanctuary and Fellowship Hall ready for Bishop Curry's visit on Easter Sunday.

Also, early March included coordination of the Messy Church Seminar at United in Faith, given by Messy Church's Ronda Bower that included lunch. We had people come from Michigan & Indiana for this event. A special thanks to Lois Cornils, Gretchen Quillin, and Julie O'Donnell-Lozich for helping put the seminar together.

Bishop Curry came and preached on Easter Sunday in April where many pictures were taken and put on the website. A special thanks to Rich Guzik for helping with this.

The next couple of months included analyzing what the City of Chicago wanted from us to be a grantee for the Electric Vehicle Charging station grant. After careful consideration, the Council decided not to proceed further with the application. Also, during this time frame, the Transition team met several times where the group worked on the "Cycles of Blessings" seminar from the Kaleidoscope Institute. In September Pastor Jeanine found out that she was going to need surgery and would not be at church for 2 weeks in October. A special thanks to Julie Boylen for presiding on the 2 Sundays after Pastor Jeanine's surgery.

During Pastor's recuperation, coordination was done to put together the Reformation Sunday Festival event, inviting friends & family to it as well as helping to put the Octoberfest meal together with red carnations on each table. Our efforts brought a large crowd together that Sunday. A special thanks to our musicians, Elisabeth Wittman, Janeen Devine, & Gretchen Quillin for helping to put this event together.

In November, we had to unfortunately say good-bye and God speed to our long-time musician, Richard Trost as he decided to take a full-time position closer to where he lives. We will miss him dearly. The year ended with my being the leader for our Lessons and Carols Sunday. Thank You for allowing me the opportunity to serve as your Council President this last year.

Claus Peter Herberg
Council President

[INDEX](#)

Treasurer's Report 2023

United In Faith Lutheran Church Summary-Income and Expenditures December, 2023

	2023 Annual Budget	Current Month 2023 Actual	YTD Actual	YTD Actual % to budget
Unrestricted:				
Income (excluding investment activity)				
From church operations	\$ 110,800	\$ 6,116	\$ 100,913	91%
Special Gifts	40,000	183	3,939	10%
Total	\$ 150,800	\$ 6,299	\$ 104,852	70%
Expenditures:				
Salaries and benefits	\$ 128,646	\$ 10,514	\$ 116,954	91%
Ministry	4,550	0	4,174	92%
Administration	36,564	1,224	33,324	91%
Building	73,500	6,969	68,291	93%
Benevolence	15,000	3,750	15,250	102%
Ministry Directors				
Outside musicians	20,000	2,950	19,075	95%
Other	7,500	102	3,627	48%
Total	\$ 285,760	\$ 25,509	\$ 260,695	91%
Income over (under) expenditures	\$ (134,960)	\$ (19,210)	\$ (155,843)	
Investment income and changes in market value				
General Investments	\$ 19,751	\$ (3,841)	\$ 17,228	
Harriet Kurz Endowment	20,570	8,083	25,271	
ELCA Ministry Growth fund	15,726	14,452	19,210	
Total Investment Income	\$ 56,047	\$ 18,694	\$ 61,709	
Increase (Decrease) in unrestricted net assets	\$ (78,913)	\$ (516)	\$ (94,134)	
Educational Endowment				
Investment income and changes in market value	\$ 18,483	\$ 14,974	\$ 35,295	
Scholarships paid out	-	-	(2,600)	
Increase (Decrease) in educational net assets	\$ 18,483	\$ 14,974	\$ 32,695	
Increase (Decrease) in total net assets	\$ (60,430)	\$ 14,458	\$ (61,439)	

Comments

- 1 a. 2023 church operations income is lower than spending by \$19,210 in the month and lower by \$155,843 YTD
- b. Income includes \$3,939 in estate gifts from:
 - Anita Perske - \$ 1,727 in January, 2023
 - Louise Swanson - \$2,030 in November, 2023
 - Louise Swanson - \$182 in December, 2023
- c. Total investment income was a gain of \$18,694 in the month and a gain of \$61,709 YTD. The Ministry Growth Fund does not include the current month.
- d. Educational Endowment Investments returned a gain of \$14,974 in the month and a gain of \$32,695 YTD. A scholarship of \$2,600 was paid in August.
- 2 e. Total expense is unfavorable to budget by \$1,819 for the month and favorable by \$25,065 YTD .
- f. A benevolence payment of \$3,750 was made in December.
- g. Salaries are on budget in the month but favorable by \$11,692 YTD due to our open PR position in Feb / March.
- h. Ministry is \$4,174 YTD including supply pastors of \$1,903 and conferences of \$1,081 in November.
- i. Administration is favorable to budget by \$3,240 YTD with savings in most line items.
- j. Gas & Electric are favorable to the budget by \$2,637 YTD.
- k. Building expense includes \$3,021 for new cameras for security of the building but is favorable to budget YTD by \$5,209 due to lower maintenance costs.
- l. Outside musicians of \$19,075 YTD is \$925 favorable to budget YTD

3 Family Crisis fund at the end of the current month is \$14,858.

4 YTD contributions to St Cyprians are \$5,364.

	Dec.-2022	Dec-23	Chg from 2022
5 Cash and investments at year end:			
Cash and Money Market	\$ 44,244	\$ 16,553	(27,691)
General investments	4,214	17,105	12,891
Education Endowment	284,616	314,903	30,287
Harriet Kurz Endowment	262,448	174,457	(87,991)
Mission Endowment	351,323	351,323	-
ELCA Ministry Growth Fund	291,223	310,433	19,210
	<u>\$ 1,238,068</u>	<u>\$ 1,184,774</u>	<u>\$ (53,294)</u>

INDEX

Year 2024 Proposed Budget United in Faith Lutheran Church

United in Faith Lutheran Church Year 2024 Proposed Budget

Income-

The 2024 budget for Total Income from Operations, \$110,800, is \$9,888 higher than actual 2023.

The 2024 budget for Special Gifts is \$150,000 due to United in Faith's estimated final distribution from the Harriet Kurz Estate.

Investment income assumes a 6.4% return. The \$74,530 investment income budget is the same as the 2023 budget due to lower investment balances at the beginning of 2024.

Expense-

The actual Expenses for 2023 were below budget in all areas. The 2024 budget for Expenses is \$423,717, which is \$137,957 higher than the 2023 budget (\$260,561) due to the proposed \$135,000 New Roof & Brick Work project in 2024.

Salaries and Benefits are budgeted higher in the 2024 budget due to synod guidelines. The 2024 budget assumes a 3/4 time Pastor for the the entire year to reflect normal operations 2024 reflects modest increases for our employees.

The increase in the 2024 Administration budget is due to a 9.8% increase in Insurance costs.

Though the 2023 actual Maintenance Expense line under Building is far lower than the 2023 budget, the 2024 Maintenance budget was left at \$20,000 in case other repair expenses come up in 2024.

The 2024 Outside Musician budget has stayed the same at \$20,000.

Change in Net Assets-

As a result of the above, the 2024 proposed budget results in a total net decrease in Total Assets (bottom line) of (\$88,387) of which (\$135,000) is due to the proposed New Roof & Brick Work. This compares to the 2023 budget decrease of (\$60,430) and the 2023 actual net decrease of (\$61,439).

United In Faith Lutheran Church
2024 Budget
Executive Summary

1/16/2024

	2023 Budget	2023 12 Mo Actual	2024 Budget
<u>INCOME</u>			
INCOME FROM OPERATIONS	\$ 110,800	\$ 100,912	\$ 110,800
SPECIAL GIFTS	40,000	3,939	150,000
<u>TOTAL</u>	\$ 150,800	\$ 104,851	\$ 260,800
<u>EXPENSES</u>			
SALARIES & BENEFITS	128,646	116,954	129,082
MINISTRY	4,550	4,174	4,550
ADMINISTRATION	36,564	33,324	39,085
BUILDING EXPENSE	73,500	68,291	208,500
	<u>114,614</u>	<u>105,789</u>	<u>252,135</u>
BENEVOLENCE	15,000	15,250	15,000
<u>SUB-TOTAL</u>	<u>258,260</u>	<u>237,993</u>	<u>396,217</u>
MINISTRY DIRECTORS	7,500	3,627	7,500
OUTSIDE MUSICIANS	20,000	19,075	20,000
<u>TOTAL EXPENSE</u>	<u>285,760</u>	<u>260,695</u>	<u>423,717</u>
INCOME OVER (UNDER) EXPENSE	\$ (134,960)	\$ (155,843)	\$ (162,917)
INVESTMENT INCOME AND MARKET CHANGE:	74,530	97,004	74,530
LESS: SCHOLARSHIPS PAID OUT	-	2,600	-
TOTAL INCREASE (DECREASE) IN TOTAL ASSETS	\$ (60,430)	\$ (61,439)	\$ (88,387)

Confidential

1

[INDEX](#)

United In Faith Lutheran Church
 2024 Budget
 Revenue

1/16/2024

	<u>2023</u> <u>Budget</u>	<u>2023</u> <u>12 Mo. Actual</u>	<u>2024</u> <u>Budget</u>
<u>Income Stream</u>			
General Income	95,500	84,724	95,500
Holidays	2,000	2,028	2,000
Memorials	2,000	1,188	2,000
Building Income	7,700	9,706	7,700
Gifts for HVAC	3,000	2,420	3,000
Other	600	847	600
Total Income from operations	\$ 110,800	\$ 100,912	\$ 110,800
Special Gifts	40,000	3,939	150,000
Investment Income and Mkt Change:			
General and Mission Endowment Funds		36,381	
Market Change - Stock Holdings		(19,153)	
Harriet Kurz Endowment		44,481	
Educational Endowment		35,295	
Total Investment Income	74,530	97,004	74,530
Grand Total	\$ 225,330	\$ 201,855	\$ 335,330

Confidential

2

[INDEX](#)

United In Faith Lutheran Church
2024 Budget
Expenditures

1/16/2023

	<u>2023</u> <u>Budget</u>	<u>2023</u> <u>12 Mo Actual</u>	<u>2024</u> <u>Budget</u>
SALARIES & BENEFITS	128,646	116,954	129,082
MINISTRY			
<u>Other Expenses</u>			
Auto Allowance	1,500	76	1,500
Supply Pastor	1,000	1,903	1,000
Continuing Education	1,000	1,081	1,000
Conferences	500	672	500
Books	250	-	250
Miscellaneous	300	442	300
Total	<u>4,550</u>	<u>4,174</u>	<u>4,550</u>
Total Ministry	4,550	4,174	4,550
ADMINISTRATION			
<u>Other Expenses</u>			
Office / copier Supplies	1,000	726	1,000
Outside Services-Payroll	1,000	1,034	1,000
Postage	500	374	500
Stewardship Envelopes	280	133	280
Books	100	-	100
Attorney Fees	-	-	-
Software - Hardware	-	-	-
Internet service	350	394	400
Software Support & Training	2,600	2,661	2,600
Communications	-	60	-
Insurance	12,834	12,796	14,045
Telephone and communication	2,700	2,775	3,960
Lease Expense - Copier	3,300	2,839	3,300
Overage expense for copier	400	193	400
Equipment not capitalized	2,000	1,110	2,000
Miscellaneous	500	186	500
Thrivent brokerage fee	9,000	8,043	9,000
Total	<u>36,564</u>	<u>33,324</u>	<u>39,085</u>
Total Administration	36,564	33,324	39,085

Confidential

3

INDEX

United In Faith Lutheran Church
 2024 Budget
 Expenditures

1/16/2023

	<u>2023</u> <u>Budget</u>	<u>2023</u> <u>12 Mo Actual</u>	<u>2024</u> <u>Budget</u>
BUILDING EXPENSE			
<u>Other Expenses</u>			
Permits & Fees	2,000	2,720	2,000
Janitorial Services	10,900	10,065	10,900
Janitorial Supplies	1,000	1,481	1,000
Snow Removal	2,500	3,500	2,500
Floor Care	-	60	-
Exterminator	900	960	900
Fire Extinguisher maintenance	500	-	500
Electricity	14,000	14,700	14,000
Gas and Water	19,000	15,663	19,000
Alarm service	1,200	1,828	1,200
Miscellaneous	1,500	3,577	1,500
Maintenance	20,000	13,736	20,000
Landscaping	-	-	-
New Roof & Brick Work	-	-	135,000
Total	<u>73,500</u>	<u>68,291</u>	<u>208,500</u>
Total Building	<u>73,500</u>	<u>68,291</u>	<u>208,500</u>
OUTSIDE MUSICIAN EXPENSE			
<u>Outside Musicians</u>			
	<u>20,000</u>	<u>19,075</u>	<u>20,000</u>
Total	<u>20,000</u>	<u>19,075</u>	<u>20,000</u>
BENEVOLENCE	15,000	15,250	15,000
SUB-TOTAL	<u>278,260</u>	<u>257,068</u>	<u>416,217</u>
MINISTRY AREA EXPENSES	<u>7,500</u>	<u>3,627</u>	<u>7,500</u>
	-	-	-
	<u>7,500</u>	<u>3,627</u>	<u>7,500</u>

Confidential

3

United In Faith Lutheran Church
 2024 Budget
 Expenditures

1/16/2023

	<u>2023</u> <u>Budget</u>	<u>2023</u> <u>12 Mo Actual</u>	<u>2024</u> <u>Budget</u>
TOTAL EXPENSE	285,760	260,695	423,717
INCOME	225,330	201,855	335,330
MISSION INVESTMENT	(60,430)	(58,840)	(88,387)

Confidential

3

[INDEX](#)

12/12/2023

MINISTRY	Subcategory	2023 Budget	2023 11 months	2024 Budget	
Worship & Music	Worship Supplies — Altar Guild	1,400	739	1,400	
	Miscellaneous	1,000	367	1,300	
	Books		86		
	Musical Instrument Maintenance				
	Copyright License		158		
	Music supplies		767		
	Decorative arts				
	Flowers		78		
	Total		2,400	2,195	2,700
	Christian Education / Children's Ministry	Sunday School/Confirmation	250	59	250
VBS		250	(27)	250	
Church school		-	-	-	
Miscellaneous		150	-	150	
Total		650	32	650	
Outreach & Hospitality		800		800	
	Signage & Banners		398		
	Marketing materials		-		
	Supplies		85		
Total	800	483	800		
Fellowship		500		500	
	Supplies		296		
	Special events		(105)		
Total	500	191	500		
Stewardship		250	-	250	
Faith Development		1,300		1,000	
	Living Lutheran		(45)		
	Devotionals (Christ in Our home / The Word in Season)		353		
	Supplies		-		
	Lay Leadership				
	Book Sale		17		
Total	1,300	325	1,000		
Church Health Team (temporarily the Transition Team)		700	-	700	
Justice		100	-	100	
Prayer		50	-	50	
Gay & Straight Together		300	300	300	
Shepherd's Staff	Donations to CCWC and Lutherans Concerned				
	Supplies and background checks	100	-	100	
Website		350		350	
	Register URL (for 4 years)				
	Wix software for website				
TOTAL		7,500	3,526	7,500	

INDEX

**UNITED IN FAITH LUTHERAN CHURCH
EDUCATIONAL SCHOLARSHIP COMMITTEE
2023 ANNUAL REPORT**

This committee has the responsibility of administering United in Faith's Education Scholarship program. The distribution of all scholarship awards is kept confidential.

Scholarship's are offered to student congregation members who have a financial need and will attend either a Christian pre-school, grade school or high school or any post secondary school or have special education needs or gifts at any level of their education. Each applicant and their parent's/guardians/care givers must participate in the life of United in Faith.

This year the committee reviewed the application information along with the level of family participation in church life and determined scholarships based on funds available and the number of applicants.

In the 2022-2023 school year a scholarship was granted to one individual student for the total amount of \$2,600. The check was made out to the school the student will attend.

The Education Scholarship Committee is actively recruiting new members. If you are interested, please see George Schultz or Bonnie Maginnis.

George Schultz
Bonnie Maginnis

[INDEX](#)

MISSION ENDOWMENT COMMITTEE
United in Faith Lutheran Church
2023 Annual Report

The purpose of the Mission Endowment Fund Committee is to provide annual distributions from the Mission Endowment Fund beyond the operating budget of this congregation to ministry expressions as stated below:

Minimum of 20% for outreach into the local community or synod as the committee determines.

- a. Minimum of 20% for ELCA Church-wide ministries as the committee determines.
- b. Minimum of 20% for extraordinary programs or other ministry initiatives within the congregation.
- c. Remaining 40% distributed through any of the above categories, or
 1. Education
 2. Youth
 3. Worship and Music
 4. Capital project
 5. Missions – locals, regional and world projects
 6. Senior citizens

The Mission Endowment Committee, which consists of Bonnie Maginnis, George Schultz, and Ray and Jackie Good, did not distribute any funds in 2023.

We welcome anyone who wishes to be a part of this committee, or any suggestions for distribution of this money following the above guidelines.

Bonnie Maginnis

[INDEX](#)

THE PROPERTY COMMITTEE

United In Faith Lutheran Church

2023 Annual Report

It always feels like these Property reports read the same every year with a review of all the problems and issues around UIF. It's always a roof issue or a HVAC issue. If you look at previous annual reports, it's all the same problems, except the year that the truss cracked. That was something entirely different, and of course the Covid year was pretty lean on any kind of issues since we weren't in the building much. The reason it's always the same is that we have four roofs and four HVAC units that heat and cool both buildings. We have two water meters, two gas bills, two electric bills, one security system with four cameras, and one phone bill. So many expenses for one church and so many things to maintain for one church with two buildings. In this report, you will hear about these issues that occurred in 2023, and how this committee resolved, repaired, or maintained each and every component involved. As issues get addressed, we spend money to maintain, but seldom do we reap the benefits of seeing something new and feeling good about it, except when the heat gets fixed in the winter and we go from 56 degrees in the office to a balmy 68 degrees. That's satisfaction and always money well spent.

We started 2023 on a good foot with the St. Cyprian's Food Pantry. For years we have been asking them to "de-clutter" and stop collecting non-food items for the pantry. There is limited space in that building and it also presented a fire trap in some of the rooms. By January, most of the items have been removed and the clean-up was a wonderful welcome for UIF and the west building. The water meter that supplies water to the west building needed to be replaced, as well as the deficiency valve that is inside the west building near the Food Pantry's office. Both jobs were completed and a trap door to the inside valve was modified for easier access.

The Boys Scouts are no longer using the west building and they have returned all keys to United in Faith but left some of their scout gear in their storage room. Apparently when a troop "folds" it becomes property of the host church. The west building produces lots of traffic with the food pantry thus causing wear and tear on the rear door push bar. It may have been too many shopping carts hitting the door, or just the large flow of traffic, either way we needed to have the push bar replaced. The exhaust fan in the west building continues to run almost constantly so we have asked St. Cyprians to check the thermostat on the fan, or replace the fan since the electric bill keeps going up, most likely due to this fan.

The east building has had its fair share of issues too. Heavy rains in February and March brought water into our sanctuary in places we had not seen before. Buckets, towels, and shop vacs were used to clean up the water but it wasn't until late March that we found the reason for the water was clogged gutters on our barrel roof. Once the gutters were cleaned out, it solved the water issue. The roofer made us aware of an issue with our AC unit. One of the HVAC units over the east building was at risk with the wood supports beans slipping from the unit. We needed to wait for better weather and then have the structure reinforced to support the unit. Work completed.

We continue to have leaks on our roof in the front of the east building but we are still dealing with an insurance claim for weather damage. We have been working with Ed Schram from Capital Roofing, who helped us file a claim with Brotherhood Mutual almost 18 months ago. The east roof will be taken care of this spring once we complete some much needed masonry work on the capstones and bricks above the roof level. Once this is completed, we will move forward with the roof replacement, with or without an insurance claim. We are really going to do this in 2024 even though we said it would be 2023. We can't wait any longer for this.

Other property issues were graffiti on our garage door, pilot light on kitchen stove needed service after being shut off for years, talk of EV stations at UIF, alarm issues, video camera updates, new exterior vinyl sign in front, new phone system, annual sprinkler and alarm system inspections, quarterly HVAC maintenance checks, back-flow valve inspection, snow removal agreement, and a new utility cart for Steve to use. What are we missing? We meet at UIF every month to discuss all of these issues and try to accomplish all the needed tasks for our church. We would love to have new members on this committee so if you are interested, feel free to talk to one of our members.

So in 2024 it would be nice to spend some money on something that might make us feel good about UIF. You know that feeling when you go out shopping and buy something for yourself, not that you need it but that you really want it. It makes you feel good. The Property Committee is talking about replacing the 25 year old carpeting in the east building in the lounge area and front offices. The old carpet has reached its life expectancy and can no longer be cleaned. After repairing the masonry work and roof in the east building, let's "treat" ourselves to some new décor, not because we need it but because it will make us feel good about our worship space.

Property Committee

George Schultz, Harold Hoyem, Harold Edmonson, Mary Haas, and Julie Lozich

We will be forever thankful for Joe Childress for all his hard work and dedication to United in Faith for so many years. Rest in Peace Joe 6/1/23

"I can do all things through Christ who strengthens me."
Philippians 4:13"

[INDEX](#)

**Transition Team
United In Faith Lutheran Church
2023 Annual Report**

Due to having Pastor Jeanine Reardon as an Interim Pastor this year, a Transition Team was formed in the Spring of 2023 to begin a discernment process before filling out a new Ministry Site Profile. Members of the team included Pastor Jeanine, Mary Hass, Bonnie Maginnis, Dian Hoyem, Elisabeth Wittman, Dave Quillin, and Pete Herberg. We started the discernment process by meeting on several Saturday mornings and going through a “Cycles of Blessings” program from Kaleidoscope Institute where we learned about various Currency types, including the “Currency of Relationship”. We also helped put together a congregational program after church, on one Sunday, with lunch, to explain to the congregation what the “Currency of Relationship” was about.

Unfortunately, due to Pastor Jeanine’s upcoming operation in October of 2023, the team had to suspend meeting until Pastor had fully recuperated from her operation. That led us right into the Thanksgiving & Christmas holiday season, so the meeting suspension continued throughout the rest of the year. We are hoping to start meeting again in early 2024, weather permitting.

Respectfully Submitted by Pete Herberg

[INDEX](#)

NOMINATING COMMITTEE
United in Faith Lutheran Church
2023 Annual Report

THE NOMINATING COMMITTEE IS STILL WORKING TO FILL THE VACANT POSITIONS.

The 2023 Nominating Committee consisted of these members:

Kim Childress
Janeen Devine
Harold Edmonson
Mary Haas

These are the nominees for:

Church Council – 2 year term 2024-2026 – 3 positions:

Adrienne Childress
Kim Childress
Katie Jewell

Ministry Director - 2 year term 2024-2026

Gretchen Quillin

Church Council – 1 year term 2024-2025

VACANT

2024 Nominating Committee – 1 year term – 3 to 5 positions:

Richard Guzik
Dave Quillin
Peter Herberg
VACANT
VACANT

2024 Synod Assembly Voting Members – 1 female & 1 male:

Pam Marino
George Schultz

2024 Synod Assembly Alternates - 1 female & 1 male (if possible):

Elizabeth Wittman
Judi Schira

Thank you to all who have agreed to be nominated. Your participation in our church life is important and appreciated.

[INDEX](#)

SYNOD ASSEMBLY VOTING MEMBERS
United in Faith Lutheran Church
2023 Annual Report

The 2023 Synod Assembly was held this year on June 3rd at the Q Center in St. Charles, IL. Your voting members from United in Faith were Pastor Jeanine Reardon, Mary Haas & Pete Herberg. We met with the other Synod Congregations with a Mission Statement Shout-Out in the massive Fox River Ballroom. After the Opening Litany, Acknowledgements, Greetings, & a Young Adult video, Bishop Curry gave his report which mentioned a \$250,000 gift from Redeemer Lutheran Church in Park Ridge of which \$100,000 was given to the Carlmark Fund to establish a lay resource event in 2024. Next, we watched a video on Synodically Authorized Ministers (SAM) & Theological Education for Emerging Ministries (TEEM). Before Elections, we had to try out a new voting system via our cell phones rather than using paper ballots. Afterwards we had elections for the Synod Council, Consultation Committee & the Committee on Discipline. The Sunergos Award this year went to Ami Frick who put together this year's Assembly. Before recessing to our respective workshops, we listened to the Churchwide report given by Laura Johnson, Churchwide's Executive for Administration.

I attended the "Discipleship In Our Time" workshop. Pastor Jeanine went to the "Three Pathways: Next Steps for Your Congregation" workshop and Mary sat in at the "Launching a New Congregation" workshop.

After lunch in the Q Center cafeteria, we came back to a session on Bridges & Barriers, led by Pastor Sunitha Mortha. In this session we played bridge at various tables with different rules at each table. After each round, several people from each table were moved to a different table that had different bridge playing rules. However, the new people at each table were not told what the rules were for that table. Towards the end of this exercise, I found myself at a table where you couldn't talk. I got so frustrated from not understanding what was going on in this exercise that I was about ready to walk out of it. Which was the whole point of the exercise, as Pastor Sunitha explained afterwards. It was to show us what emotions & feelings occur when you as an outsider with cultural & language differences are put together with a group that is totally different than what you are used to.

After the exercise, we listened to the Treasurer's Report by Yvette NewberryWhite and we adopted the balanced 2024 Budget with \$3,085,833 in Income & Expense. Afterwards, we all adjourned to Bethlehem Lutheran Church, a mile south of the Q Center for a worship service presided by Bishop Curry where the bulletin was in both English & Spanish.

Respectfully submitted by Pete Herberg on behalf of Pastor Jeanine Reardon and Mary Haas.

[INDEX](#)

WORSHIP AND MUSIC MINISTRY
United In Faith Lutheran Church
2023 Annual Report

Seems to me the past few years can be defined as pre-pandemic, during the pandemic, and post-pandemic. Before the Covid-19 pandemic we had two services, but since we knew we didn't have enough people to support two services, we already decided to go to one service in the summer of 2020 and continue to be going forward. During the pandemic, due to public health protocols, churches had to close to all but a few people at a time. Pastor Carla pivoted to online worship, learning while doing (being a teacher I relate). As the state protocols relaxed, we gradually came back in person and continued to live stream our services.

Since the end of the pandemic protocols, we have gradually worked toward a new normal. Since we came back in person, often we've had the same person do the readings and serve communion. Assisting in worship may now be done by one person; or two with one reading, and one serving communion. We would like to return to having ushers and greeters, so we are looking for volunteers for those tasks. We also need volunteers for the Altar Guild. The Altar Guild is responsible for setting up paraments, banners, and decorations, setting up the elements for communion, and cleaning up afterward. When we celebrate communion, we'll continue to have instrumental music to highlight our talented musicians. During this past year Richard Trost left us for a full-time opportunity at a church closer to his home. We are currently looking for a part-time pianist to work on every other Sunday alternating with Lois Cornils.

Once again, we are in transition. We are continuing to record our worship services and livestream on Facebook. Many thanks to Dave and Gretchen Quillin for their work on this important area of outreach. We are looking for people who are willing to be trained on using the Mevo camera so that we can livestream when Gretchen and Dave aren't available. Pastor Jeanie has been encouraging the Worship and Music Ministry to think about the big picture and what's next. One area we are focused on is improving the livestreams. For a long time, the only people heard were the pastor, the worship assistant, and the musicians leading worship. Recently Dave Quillin purchased ambient microphones for the sanctuary. Many thanks to Dave Quillin and those who helped him install these mics. When I watched the livestream recently, people in the congregation were heard singing, speaking, and praying together. Hearing the congregation in the livestream made it feel more like being at a Lutheran church service.

We will be looking for feedback from the congregation about what you like and/or dislike about our current worship services. Thanks to all the people serving as worship assistants and on the Altar Guild this past year. Also, many thanks go out to our worship and music planners: including Lois Cornils, Dave Quillin, Denise Boyer, Janeen Devine, Katie Jewell, and Elisabeth Wittman, who with our pastor's guidance, all volunteer their time.

Yours in Christ,

Jane Schira

[INDEX](#)

UNITED IN FAITH LUTHERAN CHURCH
SOCIAL MEDIA
2023 Annual Report

2023 was a year of ups and downs for the Social Media work at United in Faith (UIF), as Pastor Carla Thompson Powell was the manager of our social media accounts and created the events and postings that we all got used to.

This year, we have attempted to pick up the social media work. We livestream most worship services and then later upload them to YouTube. We also post relevant events and topical information to the Facebook and Instagram accounts. We appreciate all the likes and shares that we get. If you haven't already, please follow our pages and interact with our posts. This is important and helps us reach people beyond our followers. Often, livestreamed services and social media posts are the first interaction people have with United in Faith, and it's essential that we show others how our amazing in-person community can extend to others online.

If you would like to join us in this vital external-facing ministry or have any ideas for us, please share them with the members of the Social Media Ministry: Dave Quillin and Gretchen Quillin.

Respectfully submitted,
Gretchen Quillin, Chair

UNITEDINFAITH.ORG
United in Faith Lutheran Church
2023 Website Annual Report

With outreach to the community as its main purpose, the website introduces the viewer to both religious and secular activities at United in Faith. The website is in a continuous state of change. Past events and activities are removed, and upcoming activities and events are added as they are solidified, AND the webmaster is notified.

Worship, ministries, and the current major United in Faith activities are highlighted on the Home page. Please note that the website is as up-to-date as the information that YOU supply. Please keep those updates coming and Thank You for keeping our window to the community open, UpToDate and informative.

Richard E. Guzik
Webmaster

[INDEX](#)

UNITED IN FAITH LUTHERAN CHURCH
JUSTICE MINISTRY
2023 Annual Report

The Justice Ministry seeks to live out the Gospel of Jesus Christ, by working toward the vision of true peace and justice that God promised. Justice is the manifestation of our faith. We heed the Lord's call through the words of Micah 6:8 to engage in justice work:

What does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God.

As a congregation that welcomes the diversity of all people, justice issues come to our doorstep. Our work brings us over the doorstep and into our community.

We encourage fair trade, raise awareness of world and local hunger and poverty, advocate for justice issues through offerings of letters and lobbying, and are alert to current events that require immediate action or advocacy.

Justice projects during the year:

- Monthly newsletter articles on Caring for God's World
- Saturday afternoon Book Club discussions
- Messy Church feedback session and determination to suspend Messy Church during the transition period
- A walk in the Dunning Nature Center as part of Season of Creation
- A work day at the Dunning Nature Center as part of God's Work/Our Hands

Planned for 2023

- Continue the purchase and serving of Fair Trade products (coffee) on Sunday mornings
- Continue Caring for God's World newsletter articles
- Continue spotlight on racism along with other Justice issues
- Continue Book Club Saturday afternoon discussions
- End of Life Concerns seminar
- Special Paper Goods collection in January for St Cyprian's Food Pantry
- Explore restarting English Conversations
- Explore Ministry Outreach opportunities
- Mental Health training

Members of the ministry are: Denise Boyer, Bonnie Maginnis, Pam Marino, Pr Jeanie, Lois Cornils and Elisabeth Wittman. Everyone is invited to participate in our meetings and events.

Go forth and do Justice!

Respectfully submitted,

Pamela Marino, Convener

[INDEX](#)

**UNITED IN FAITH LUTHERAN CHURCH
COMMUNION VISITATION MINISTRY
2023 Annual Report**

Communion Visitation - bringing the church to members and friends who are unable to attend Sunday morning worship services on a permanent or temporary basis, enabling all to remain connected to the ministry of United in Faith.

Communion Visitation ministry activities demonstrate all of our guiding principles: proclaiming Jesus is Lord and Savior, reflecting God's love, praying and listening for God's guidance, continuing to strengthen faith, including all in God's work and meeting people where there are. Our main activity is visitation during which communion is given, printed devotionals are provided and information regarding United in Faith is shared. In some cases, telephone calls are routinely made instead. Weekly bulletins and monthly newsletters may also be mailed or delivered. Those visited are included on the Prayer Weaving. In these ways we are being 'God's hands, feet and voice' as we care for each other.

Members of this ministry are Pamela Marino, Terrie Miller, Barbara Patrick and Elfriede Reiss. In addition to regular monthly visits, visits are made as needed to others in situations such as hospitalization. Pastor Jeanie also makes these special visits.

The number of regular monthly visits made this year was limited to one due to the loss of those being visited (death, health, moving) and the return to church by some. Several people are designated as being 'visit on request' status.

Anyone with a passion for helping those unable to attend worship services stay connected to United in Faith is invited to join us in our 'caring, communing, listening, loving and providing' ministry. You can become involved in a number of ways (as restrictions allow or are lifted):

- *become a visitor* - a wonderful opportunity to share your faith, listen to life stories, pray with others, sit and visit awhile, bring the bread of life and cup of blessing;
- *notify* the church office when you or someone else is no longer able to attend worship on a permanent or a temporary basis so a visit can be scheduled if it is desired;
-
- *pray* for those visited (all are listed on the Prayer Weaving) as well as for those who are doing the visiting; and,
- *telephone, send a card or visit* someone who is unable to come to church.

Respectfully submitted,

Pamela Marino, Ministry Director

[INDEX](#)

**UNITED IN FAITH
SHEPHERD’S STAFF MINISTRY
2023 ANNUAL REPORT**

The Shepherd’s Staff Ministry has been inactive during 2023

Bonnie Maginnis

**STEWARDSHIP MINISTRY
United in Faith Lutheran Church
2023 Annual Report**

The congregation of UIF is a generous one! Thank you for *all* the gifts you bring to the ministries and vision of United in Faith.

Thanks, also, to those of you who turned in a written faith promise. As of the end of December, we received 16 forms, which is a significant increase from last year’s 9 promises. We encourage every family unit to complete a faith promise as a way for you to be deliberate about giving your time, talents, and treasure. Additional faith promises forms are available if you need one.

This year, the level of giving noted on faith promises is about \$94,000 for 16 families. This is the highest we’ve seen for faith promises since 2016 (when 32 forms were submitted for a total of about \$95,000). To God be the glory!

Please remember that you can donate online using your banking account or credit card. When you give online, your money goes immediately to UIF, so you won’t have to wait for the church to deposit your checks. Visit <https://www.shelbygiving.com/app/giving/uif>. On your first visit, you will have to create an online giving account, but this makes it very easy to complete subsequent online gifts.

Your gifts of time and talent are just as important to God’s community as your treasure. This year, our ministries continued to do great work, but there’s always room for more people! Talk to anyone on the Stewardship Ministry if you have questions. We can get you in touch with members of the various ministries. “Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms” (1 Peter 4:10).

If you have any feedback or ideas for us, please share them with the members of the Stewardship Ministry: Denise Boyer, Richard Guzik, and Gretchen Quillin.

Respectfully submitted,
Gretchen Quillin, Chair

[INDEX](#)

**FELLOWSHIP MINISTRY
United In Faith Lutheran Church
2023 Annual Report**

The Fellowship Ministry has been inactive during 2023.

Thank you to all the wonderful people who had volunteered and baked for us.

Bonnie Maginnis

[INDEX](#)

**VOLUNTEER COORDINATION – GREETERS
United In Faith Lutheran Church
2023 Annual Report**

Greeters are the friendly people who come half an hour early to greet you as you enter the church for worship at 10:00 am Sunday services. They also hand everyone a bulletin and ask people to sign the attendance sheet. Greeters are able to make a new friend each and every time they say “Hello” or “Welcome to United in Faith”. During 2023 we did not have many Greeters, however, now you are able to sign up to be a Greeter at any time, no special training required!

Thanks to all who help greet during the year.

[INDEX](#)

**UNITED IN FAITH LUTHERAN CHURCH
CHURCH HEALTH TEAM
2023 Annual Report**

The members of the Church Health Team are Jeff Jewell, Pam Marino, and Peter Herberg. Continuing coaching and consulting is provided by the Rev Dave Daubert who has been involved with this team since its inception.

United in Faith hosted a Messy Church training session provided by the Messy Church organization in March with several of our parishioners attending. The Justice ministry suspended Messy Church sessions during the interim process.

With the intense work by the congregation and transition team involved in the process to call a new pastor this team had suspended its work for the duration.

Respectfully submitted,

Pamela Marino

[INDEX](#)

GIRL SCOUTS REPORT
United in Faith Lutheran Church
2023 Annual Report

Our UIF Girl Scouts are still busy! All troops now meet on Tuesday evenings, the Daisies and Brownies meet in the West Building and the Juniors and Cadettes meet in the Fellowship Hall.

We have a total of 15 girls this year. We continue to work on badges and crafts. The Juniors and Cadettes went camping at the Forest Preserves last spring, and at Camp Greene Wood, one of our Girl Scout properties in the fall.

We made up hygiene kits for a shelter last year (we have yet to do that this year, but will!) One of the Juniors did a book drive for her Bronze Award and collected 2 shopping carts FULL of children's books for St. Cyprian's.

The Juniors and Cadettes are working on some partitions for the church at Pastor Jeanine's request. They are almost done.

The Juniors and Cadettes are currently working on cooking badges, it will be fun to see what they make.

Our Girl Scout Service Unit (neighborhood group) also meets at United in Faith, we have our monthly meeting here and occasional events like our Juliette Low Rally and World Thinking Day and a few others.

Janeen Devine
Girl Scout Leader/coordinator

[INDEX](#)

NEW LIFE FOR OLD BAGS
United in Faith Lutheran Church
2023 Annual Report

New Life for Old Bags (NLOB) is a completely volunteer run group working together to make sleeping mats for the homeless. The creation of each mat takes 80 volunteer hours and repurposes 700 used plastic bags. The handmade mats provide the homeless with some cushion, water resistance, and love. Completed mats are shared with non-profit organizations who directly work with homeless populations for distribution in the City of Chicago and local suburbs.

NLOB was founded in Chicago in February of 2010 and has its headquarters at United in Faith (UIF). It has grown, and now we have Chicagoland Chapters at Friendship Village in Schaumburg, Plano, and Plainfield. There are also "chapters" all over the United States such as Wooster, Ohio and Las Vegas, Nevada, and beyond. In 2024, we will reopen our Chicago East campus at Midwest Buddhist Temple.

NLOB is very grateful to UIF for providing office space for what we like to call our "main campus" and space for monthly NLOB work day parties which also serve as the training grounds to teach new volunteers about our project.

As we continue to adjust after the pandemic, we are still navigating challenges. We continued in person monthly workdays in 2023. We meet on the first Saturday of each month from 10am to 12pm excluding January, July, and September. While we do not have as many volunteers come in person as we used to, we do have many volunteers working the project at home and dropping off their completed work during these monthly work days. For 2024, we are going to reduce our frequency of meeting to every other month, only meeting on the even months in February, April, June, August, October, and December.

By the end of 2023, NLOB volunteers will have donated 529,520 hours (37,360 of those hours were given from 1/1/23 to 12/31/23), creating a total of 6,619 sleeping mats (467 of those mats were made from 1/1/23 to 12/31/23), sharing love with local homeless by giving them a mat to sleep on, while repurposing over 4.6 million plastic bags to date (keeping them out of landfills and water sources). NLOB has continued our collaboration with Chicago Lights out of 4th Presbyterian Church in Chicago. Chicago Lights serves the homeless among other populations in need. NLOB was able to deliver close to 100 completed mats to Chicago Lights to distribute to the homeless in the City of Chicago.

UIF has provided us with a home office, storage space, resources, and support that has allowed us to continue to grow, collaborate, serve the homeless, benefit the environment, develop relationships, and build community.

Thank you.



Christina Batorski Peacock
NLOB Board President

[INDEX](#)

Constitutional Amendments



January 23, 2024

Dear Members of United in Faith Lutheran Church

At our Annual Meeting on February 25, 2024, 2 proposed changes to the Constitution will be presented under New Business.

The 1st proposed change is to add to Chapter 11.01, a subsection (C11.01.03) concerning Officers who are to be automatically included on the bank's signatory cards. (See attachment below).

The 2nd proposed change is to change the wording of Chapter 13.03 concerning Audit Committee membership ineligibility if one is authorized to sign checks. (See attachment)

Claus Peter Herberg
2023 UIF Council President

Additions are underlined. Deletions are ~~struck through~~ in the text.

1. Chapter 11: OFFICERS

Add the following section

C11.01.03. The treasurer and financial secretary shall be members who are automatically listed on the bank signatory cards. The Congregational Council may authorize other members to be added to the bank signatory cards and also may remove other members from the bank signatory cards.

Rationale: This section documents who are automatically to be listed on the bank signatory cards based on their position. This section also documents who is authorized to add other members to and/or remove other members from the bank signatory cards.

2. Chapter 13: CONGREGATION COMMITTEES and MINISTRIES

Currently reads:

C13.03 *The Audit Committee*, composed of three voting members, shall be elected by the Congregational Council and shall not be members of the Congregational Council. Terms of office will be two years, with one member elected in even numbered years and two members elected in odd-numbered years. Members shall be eligible to serve no more than two (2) terms consecutively. The Audit Committee shall:

- Audit financial records of this congregation at least annually.
- Submit a report to the Council prior to the annual meeting and to the Congregation at the annual meeting.

Proposed change:

C13.03 *The Audit Committee*, composed of three voting members, shall be elected by the Congregational Council and shall not be ~~members of the Congregational Council~~ a member who is authorized to sign checks or a family member of one who is authorized to sign checks or one who lives in the same household of one who is authorized to sign checks. Terms of office will be two years, with one member elected in even numbered years and two members elected in odd-numbered years. Members shall be eligible to serve no more than two (2) terms consecutively. The Audit Committee shall:

- Audit financial records of this congregation at least annually.
- Submit a report to the Council prior to the annual meeting and to the Congregation at the annual meeting.

Rationale: By allowing members of the Congregational Council to be an auditor, it makes more people available to be an auditor. By not allowing those who live in the same household as a designated check signer to serve on the Audit Committee, eliminates the possibility of a conflict of interest of those serving on the Audit Committee.

INDEX

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[INDEX](#)