



2024 CHURCH CONFERENCE

God's new thing, continued.

Sunday, November 17, 2024
1:00 PM at Union Church

The Rev. Nizzi Santos Digan, Presiding
District Superintendent, Commonwealth East District

Bishop Thomas J. Bickerton
New England Annual Conference

The Rev. Jay Williams, Ph.D.
Lead Pastor

The Rev. Sara Garrard, D.Min.
Executive Pastor

The Rev. Kyle Walden
Discipleship Pastor

Union United Methodist Church
485 Columbus Ave.
Boston, MA 02118

 UNION COMBINED PARISH



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

The good news of Ephesians 3:16-21 inspires us:

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

We live in a world of diminished imagination. Apathy, complacency, and profit-driven worldviews have degraded our community and produced gross inequities. As people of faith, however, we proclaim the truth that an-other world is possible!

The Praise Team has led us in our anthem of the year, "More Than Able." And not only have we sung it, we have lived out the good news that **God is more than able!**

Living into Possibility

PREACHING POSSIBILITY

We leaned into spiritual practices that reveal to us God's possibilities in our lives in Lent ("Into the Unknown") and this fall ("Encountering the Psalms"). And we prophetically opened new possibilities in understanding sin (Easter sermon) and our own belovedness (PRIDE series in June).

NEW STUDENT HOUSING

We opened the Glendale Methodist House for four more seminary student needing affordable housing this year.

A NEW WAY OF BEING CHURCH

We launched the Union Combined Parish and have been leaning into this new thing together with a renewed sense of hope and collective calling.

INCREASING BUILDING ACCESSIBILITY

Our buildings are becoming more physically accessible as well as technologically advanced to host more and more community groups and events!

“

Who am I to deny
what the Lord can do?

“MORE THAN ABLE”

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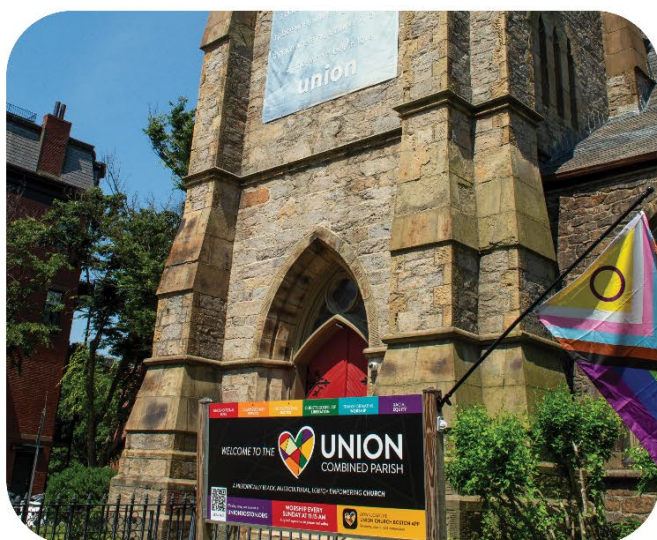


UNION COMBINED PARISH

Union is a **real special place**—empowering, multicultural, spirited.
We live at the intersections of race, class, gender, and sexuality.

We are a family from all walks of life: black and brown, white, Latinx, Asian, and indigenous; young and more seasoned; economically stable and struggling; transgender and cisgender; people with and without disabilities; straight, gay, lesbian, queer, allies; lifetime Christians, new beginners, skeptics, and seekers.

We are the merger of four congregations, now a multitude of places and histories — and we are one people. This people called Union is the intersection of Methodism and liberation.



OUR VALUES – WHAT MATTERS TO US

Unconditional Love	Compassionate Service
Intersectional Justice	Gospel of Liberation
Transformative Worship	Racial Equity

OUR VISION

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

OUR MISSION

To nurture followers of Jesus Christ who transform the world through love, service, and justice.

OUR LOGO

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



UNION'S STRATEGIC MINISTRY PLAN



UNIONWORSHIPS

Building the body of Christ through dynamic praise and worship.

MINISTRY AREAS

Worship at Old West Church
Worship at Union Church



UNIONDISCIPLES

Cultivating disciples through faith formation and spiritual growth.

MINISTRY AREAS

Connection Groups
Congregational Care



UNIONADVOCATES

Confronting systems of oppression through advocacy and engagement.

MINISTRY AREAS

Justice + Advocacy Team
GBIO Team



UNIONSERVES

Transforming community through bold mission, service, and witness.

MINISTRY AREAS

Food Pantry at Union
Food Forest at Old West
Monday Night Dinner



UNIONLEADS

Developing spiritual leaders through education, resourcing, and training.

MINISTRY AREAS

Cultivating candidates for ordained ministry
Contextual education with the BU School of Theology



UNIONWORKS

Unlocking our untapped potential through a strategic brain trust.

MINISTRY AREAS

Church Council
Advisory Groups



ADMINISTRATION

Stewarding our resources through collaborative lay and clergy leadership.

MINISTRY AREAS

Staff-Parish Relations,
Finance, Trustees,
Nominations Committees
Leadership Development

Minutes from the 2023 Church Conference

HELD ON FEBRUARY 25, 2024. *The 2023 Church Conference Reports can be found at unionboston.org/conference*

Pastor Jay opened the meeting by introducing Rev. Nizzi Digan as our new D.S. for the Commonwealth East District. He turned the meeting over to Rev. Nizzi to preside. She stated that she has been in this position for 8 months. It is a blessing to hear the sounds of the church being alive. May God bless the church. She opened with prayer. The conference was called to order at 1:30. Ruby Blake was nominated as Recording Secretary. Meeting is also being recorded. Rev. Nizzi stated that this was the largest church conference attendance that she had witnessed since becoming DS. *The conference was approved as a "hybrid-church conference. Minutes of the 2022 Church Conference reviewed. David Jackson moved that minutes be approved. Seconded by Karen Singleton.* (Jack Drewry stated that he abstained from voting because he didn't get the report in time to review.)

PASTORS' REPORT & EXECUTIVE SUMMARY

Pastor Jay described Union's monumental year in 2023, including the creation of the Union Combined Parish; growth; conference and denominational leadership, and faith formation opportunities. The printed report is found on pages 8-10. Pastor Jay also provided an administrative snapshot of the parish, as printed on page 11. *The report was unanimously accepted.*

CHURCH COUNCIL REPORT

- Gary Bailey, Chair was attending a funeral. Report given by Pastor Jay. Pastor Jay explained how the church council (Board of Directors), was composed of Team Leads of key committees and boards; such as SPRC, Trustees, Finance, Diaspora member. It is our hope to expand and grow into the future with the multi-location ways we function.
- *Kate Brewer moved that report be accepted; seconded by Anne Gross.*

TRUSTEE REPORT: Report given by Carl Long

- Carl began the report by praising God. He then stated that the physical property is in good standing. He also said the state of our Trustee Board is strong. Rev. Nizzi asked all the Trustees to stand. Carl thanked Pastor Jay and Kyle for all the work they do behind the scenes.
- 2023 Major Improvements: Union – Roof. Brighton Methodist House – General Renovation and Security System Installation. Glendale Methodist House – General Renovation. Community Brighton Church – Security System. All locations except OWC – Remote Thermostat + Furnace Repairs
- 2024 Major Improvements: Union Church (South End) – Restrooms + Cooper Hall. Union Church (South End) – Offices (water damage repairs). Hilda Evans House (Roxbury) – HVAC upgrade. Old West Church (West End) – Security System + Cameras. Glendale Church (Everett) – Security System + Cameras. Glendale Methodist House (Everett) – Security System + Cameras

SPRC REPORT: The report was given by Melissa Berry-Woods.

- She stated that we are continuing to lean into our blessings. We have an extended staff list, printed on pages 17-18 of the 2023 Church Conference Report.
- **2024 PASTORAL COMPENSATION REPORT**
 - Dr. Berry-Woods presented the Clergy Compensation Plan, as printed on page 19, which was unanimously approved by the SPRC on November 27, 2023 and the Finance Committee on February 18, 2024. The Church Council unanimously approved the plan on February 22, 2024.
 - This plan has also been affirmed by the Cabinet (Bishop + District Superintendents) of the New England Conference of the United Methodist Church.
 - In comparison to 2023 compensation, the proposed 2024 Clergy Compensation takes into account both merit raises and Boston cost-of-living adjustments
 - *David Jackson moved the report to be accepted. Kate Brewer seconded.*

Rev. Nizzi asked for words of celebration for our Pastors (below). Rev. Nizzi concluded section with prayer.

Sharon Jackson	Innovative		
Bruce Bickerstaff	Faith based, and people centered	Joy Lindsay	Inspires, vision lead with care and justice
Tonia Barlow	Keeping us engaged		
Jack Drewry	Hard working	John Jemison	Pastor Jay is a pleasure to work with. Great conversation. Makes things happen with less stress
Kate Brewer	Inclusive, Acceptance, Truth		
Willie Jones	Extremely thoughtful and getting crap done	Elsa Bengel	Increased pastoral care
Yvonne Pettiford	Kind and welcoming	Stephanie Garrett-Sterns	Welcoming, humble
Beth Knowlton	Creative, prolific voices for the future	Lucretia Jones	Making it possible for folk who do not live in Boston to be active in church
Ellen	Worship, leadership, prolific		

FINANCE REPORT

- Pastor Jay thanked everyone for their generosity in giving. David Halbert will be our new Finance Chair. The 2023 statement of activities (pages 20-23) and balance sheet (page 24) were presented.
- Jack Drewry asked where the \$2,000 designated gift is recorded. Pastor Jay stated that it can be found in the planning center on-line. Beth Knowlton asked would it be cost savings if we combined all utilities to one company. David stated they are investigating this. Pastor Jay thanked Mike Moehring for his work on the investment funds. He also thanked Elsa Bengel as the previous Finance Chair at Old West. *The report was unanimously received.*
- The proposed 2024 budget (pages 25-30) was presented. *This budget was unanimously received.*

LAY LEADERSHIP/NOMINATIONS REPORT

- Pastor Jay is chair of Lay Leadership/Nominations. This report was unanimously approved by the Nominations Committee and the Church Council on February 22, 2024.
- *The report was received. Jack Drewry abstained from voting.*

MINISTRY CANDIDATES RECERTIFICATION REPORT

- Rev. Nizzi asked these two questions of the candidates: (1) How have you been actively involved in the life of the church? (2) Where are you in your calling? Are you affirming this is your call?
 - J.J. Martinez: I am Creative Minister at Union Combined Parish. Although so much is going on in the UMC. I attended a UMC Explorers event that was held by BU. There were over 200 young folks in attendance trying to figure out their calling. There is a need for places like Union. Keep up the good work.
 - Solomon Teye Alipoh: I was a Pastor in Ghana for about 3 years. I began to have reservations about the church because there was a great need where I was pastoring. I was unable to help folk. When I came to the US, I was introduced to the UMC. After seeing the work that was going on, I decided this was the place for me.
 - Beth Knowlton: I am in the process of my contextual Education at Grace, UMC. My Pastoral visits strengthen my conviction for local pastoral ministry.
 - *The candidates were affirmed as a group.*

MEMBERSHIP REPORT

- During 2023 we welcomed 17 new members. Kay Johanssen, Doc (Yvorn) Aswad, Carolyn Frantz, Aric Flemming, Jr., Charles Evans, Erin Murphy, Mara Pollmann, Dylan Blom, Kiev Gambrell, Stefan Fischer, Roxie Rogers, Eric Falley, Lucretia Jones, Rev. Becky Baumann, Breanna Plaxton, Jonathan Jayes-Green, Savannah Doelfel.
- Pastor Kyle spoke about the amazing year at Union as we welcomed new members. He stated New Members Sunday is one of his favorite things to hear about each of their journeys. Pastor Sara spoke about Erin, who she calls an Active Inviter! When she joins, she brings others with her. Sara stated that when new members join she will only ask more of them, showing up and planting seeds.
- Deaths: Darlene Williams, Ian Cotterell, Patricia Dunson, Lenore Dunson. In a moment of silence, we remembered those that have gone to Glory. Pastor Jay prayed.

Church Conference ended with Prayer by Rev. Nizzi.

Submitted by: Ruby Blake (Recording Secretary)

PASTORS' REPORT & EXECUTIVE SUMMARY

DEAR BELOVED,

2024 has demonstrated what is possible through Christ at the Union Combined Parish!

As we conclude our “Year of Possibility,” we are filled with gratitude, reflection, and anticipation. This year was unlike any other, with abundant progress, vibrant gatherings, and moments of community triumph that paved the way for deeper connection, service, and shared purpose. Together, we have unlocked possibilities for all who enter our spaces, serve with us, or look to us for sanctuary and inspiration.

A few highlights include:

Student Housing Ministry
unionboston.org/houses

Numerous Connection Groups
unionboston.org/connect

Re-imagined Worship at Old West Church
unionboston.org/oldwest

54th Annual MLK Memorial Breakfast
bostonmlkbreakfast.org

Day by day we're GROWING—creating new pathways to make an even greater difference in the world around us. *See more to the right.*

Together, we're institution building, preserving our foundations, and creating a sustainable future!

LOOKING TO 2025

As we look towards the year ahead, we'll become even more **Deeply Rooted** during 2025, the Year of Belonging. In particular, the Union Church Council will guide the following missional work:

- **DEEPEN OUR CONNECTION:** The coming year will deepen our spiritual and social connections to God, neighbor, and self. We'll explore the roots and stories of Union Church, Old West Church, Glendale Church (Everett), and Community Church (Brighton), which will enable the Union Combined Parish to flourish even more!
- **HOME + TABLE INITIATIVE:** We will further disrupt food and housing insecurity by expanding our feeding and housing ministries.

Union, we are growing!

Spiritual Growth

- Sermon series: “Into the Unknown,” “What Matters to Us,” “Encountering the Psalms”
- Connection Groups
- Congregational care + discernment

Financial Growth

- Received **\$489,029** as of October 31: **88.9%** to our \$550,000 giving goal!

Missional Growth

- First Sunday Meals
- Redesigned website and new UnionMusic
- Video Legacy Project Continues
- Worship relaunched at Old West Church

Numerical Growth

- 4 baptisms
- 20 new members (and counting!)



- **JUSTICE + ADVOCACY:** With the outcome of the 2024 elections and Project 2025 assaults on human rights, civil liberties, and basic freedoms imminent, the liberative work of the Union Combined Parish is essential.
- **STRATEGIC PLAN:** “Refresh” our Strategic Missional Plan (adopted in 2015 by Union Church) to reflect the Union Combined Parish and current realities:
 - Property Development (Board of Trustees)
 - Financial Sustainability (Finance Committee)
 - Staffing Needs Analysis (Staff Parish Relations Committee)

PASTORS' REPORT & EXECUTIVE SUMMARY (CONT.)

2024 IN REVIEW

We are confident that the missional work of 2025 is anchored squarely in what is possible, as evidenced in 2024. Here's a deeper look at our many accomplishments this *Year of Possibility*:

INSPIRING WORSHIP + GROWING TOGETHER WITH GOD

- First Sunday Combined Worship with First Sunday Meals, and a new Worship at Old West Church service time at 10:00 AM.
- Sermon series that have reminded us who we are, what we value, and how God is always with us.
- Creative leadership by our music ministry.
- Service + Summer Fellowship: Fellowship at Fenway (Red Sox game), Gospel night, Cookout, House Clean-Up, Food Forest Steward Saturdays at Old West Church, and Food Pantry at Union Church.
- Connection Groups: New Grief Connections, and sustained community and faith formation in other groups.

COMMUNITY ENGAGEMENT AND LEADERSHIP

- Dr. Khalil Gibran Muhammad, renowned scholar and author of *The Condemnation of Blackness* keynoted the 54th MLK Jr. Memorial Breakfast.
- A unique cultural experience (January) at the Isabella Stewart Gardner Museum with Steve McQueen's work, "Lynching Tree" (curated by our own, Lee Pelton) left us moved and renewed in spirit.
- This year brought numerous community events: *Have You Got Good Religion?* panel conversation in collaboration with Boston University School of Theology (February), GBIO Housing Action (March), Juneteenth Celebration with the Friends of Harriet Tubman Park (June), Old West Organ Society Concert Summer Concert Series, and Boston Symphony Orchestra Chamber Players concert in the sanctuary of Union Church. (September).

BEGINNING THE YEAR OF POSSIBILITY

In January, we officially launched the Union Combined Parish, the historic merger of our properties, congregations, and missions!

ENHANCING OUR SPACES, EXPANDING OUR REACH

- Updated website and growing social media presence.
- Building accessibility project at Union Church and technology upgrades at both Old West Church and Union Church.

SUPPORTING NEW AND RETURNING STUDENT RESIDENTS

- With the launch of the Glendale Methodist House in January, at the start of this school year we now have three Student Houses fully online!
- As our Minister of Radical Hospitality, Pastor Solomon coordinates monthly community meals at all three houses—and he's ensured that all students were welcomed, rooms were updated, furniture secured, and housing packets created.

CELEBRATING DEVELOPMENTS IN THE UNITED METHODIST CHURCH

- After 52 years of resistance to discrimination against LGBTQ persons in The United Methodist Church, all harmful language was removed from the Book of Discipline at the May 2024 General Conference; Pastor Jay led New England's delegation.
- We welcomed Bishop Thomas J. Bickerton as our new episcopal leader in September, following the re-retirement of our interim leader, Bishop Peggy Johnson in August.

GENEROSITY

- For three years in a row, we've surpassed our giving goal for the Coat Project.
- We're well on our way to exceeding our unrestricted giving goal of \$550,000!

Whew! Borrowing the lyrics of our anchor song, "More Than Able": "There's so much goodness and grace!" And indeed, "There's so much more to the story / God's not done with us yet!" (Songwriters: Steven Furtick / Benjamin David Fielding / Chandler Moore / Naomi Raine)

pastor jay

The Rev. Jay Williams, Ph.D.
Lead Pastor

pastor sara

The Rev. Sara Garrard, D.Min.
Executive Pastor

Pastor Kyle

The Rev. Kyle Walden
Discipleship Pastor



Administrative Snapshot of the Union Combined Parish

Learn more at unionboston.org/parish

The Union Combined Parish (est. 2024) is one church fulfilling its mission in four locations.

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

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



UNION
COMBINED PARISH

SOUTH END

OLD WEST

BRIGHTON

EVERETT

NAMES

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

LOCATIONS

- **South End** — The Parish is headquartered in the South End at the historic Union Church on Columbus Avenue, which serves as our primary worship and programmatic site.
- **West End** — Old West Church is the secondary worship site for the Union Combined Parish. Increasingly, Old West will be a mission site for outreach. The primary building user for our Cambridge Street location is Sunrise Learning Academy (Early Education & Care).
- **Everett** — The former members of Glendale UMC gather in the building on Sundays as a “class meeting” small group. Family UMC temporarily used the space during a building crisis until April 2024.
- **Brighton** — Our Brighton sanctuary is rented by one independent, non-denominational congregation.
- **Intentional Communities** — All three residences are intentional communities for students at Boston University School of Theology. More info at unionboston.org/houses.
 - » **Hilda Evans House** (Roxbury), launched in August 2021, houses 4 students
 - » **Brighton Methodist House** (Brighton), launched in August 2023, houses 3 students
 - » **Glendale Methodist House** (Everett), launched in January 2024, houses 4 students



WORSHIP

- On Sundays at 11:15am worship occurs weekly in the South End in-person and online.
- On 2nd - 5th Sundays, worship occurs at Old West Church at 10:00am in-person.
- Combined Parish worship every first Sunday at Union Church with our First Sunday Meal in Cooper Hall.

REAL ESTATE PORTFOLIO

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

STAFF

- 3 full-time clergy serve the Union Combined Parish, with 3 part-time ministers, 1 part-time church administrator, 2 clergy-in-residence, 1 full-time music director, 2 part-time music directors, and 5 part-time musicians.

BUDGET

- The annual operating budget (unrestricted) for the Union Combined Parish is \$1.7 million.



UNION
COMBINED PARISH

SOUTH END

ANCHOR SITE
WORSHIP + FORMATION

OLD WEST

RESILIENT-CITY MISSION HUB
WORSHIP + FORMATION

BRIGHTON

AFFORDABLE HOUSING
DEVELOPMENT
COMING SOON

EVERETT

COMMUNITY CENTER
COMING SOON

Church Council Report

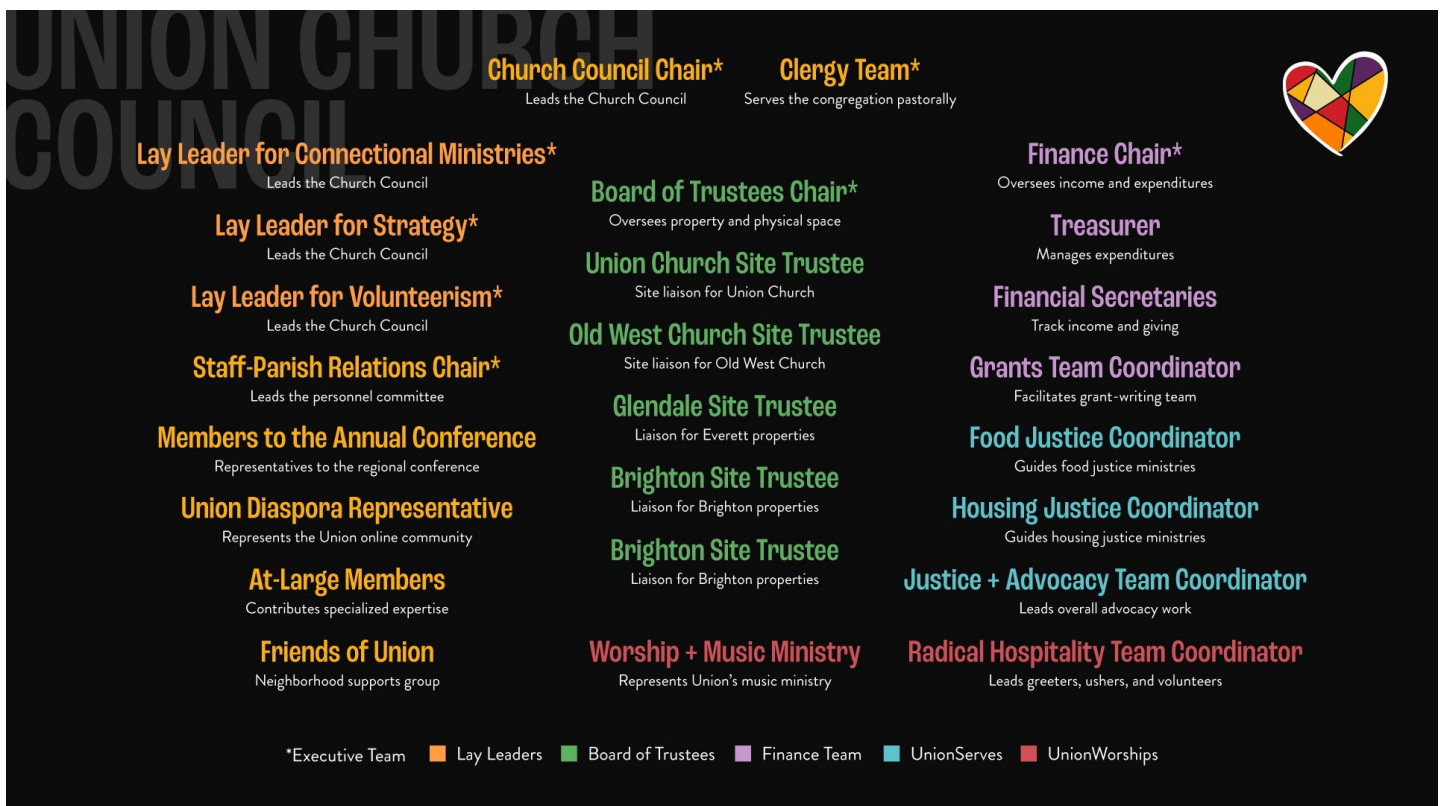
GENERAL INFORMATION

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

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

UPDATES

- The Union Combined Parish is a sophisticated congregation with many “moving parts”. Given the incredible opportunities ahead, we’re proposing an expanded membership on the Administrative Committees (Finance, SPRC, Trustees, and Nominations). Beginning in 2025, each annual class of committee members will increase from three (3) to four (4). The proverb is correct: **Many hands make light work.**
- At the 2023 Church Conference, we adopted this organization for the Church Council of the Union Combined Parish:





WHERE
LOVE
AND
LIBERATION
MEET

Trustees Report

The 12-member Board of Trustees faithfully stewards the 7 locations that physically comprise the Union Combined Parish:



The Board’s work is guided by these goals and questions:

GUIDING <u>VISION</u>	Imagine the Union Combined Parish as a spiritual home and state-the-art, 24/7 Community Center
GUIDING <u>MISSION</u>	Re-Building Union as a Beautiful, Sustainable Institution
PROVOCATIVE <u>QUESTIONS</u>	1. Are we positioned to capitalize fully off of our real property assets? 2. Can we seize the present opportunities?
GOALS (longer term)	1. Develop community partners who share expense of building operations and renovation 2. Increase facility usage and associated revenue
OBJECTIVES (shorter term)	1. Secure, stabilize, and winterize all 7 properties in the Union Combined Parish 2. Maximize usability with minimal cash outlay 3. Increase “traffic” from community in advance of the launch of next capital campaign in 2024 and formation of the “Friends of Union” group

2023 Major Improvements

Union Church	Roof	Winter	\$664,635.10
Brighton Methodist House	General Renovation	Summer	\$38,621.00
Brighton Methodist House	Security System Installation	Summer	\$3,640.79
Glendale Methodist House	General Renovation	Autumn	\$35,480.00
Community Brighton Church	Security System	Summer	\$1,738.29
All locations except OWC	Remote A/C + Furnace Repairs	Autumn	\$6,835.00
		TOTAL	\$ 750,315.08

2024 Major Improvements

Union Church	Office Water Damage Repairs + Renovation of Worship Room	January	\$15,725.00
Glendale Church	Roof	January	\$5,350.00
Glendale Methodist House	Security System + Cameras	February	\$3,640.79
Glendale Church	Cameras	February	\$19,672.28
Union Church	Restrooms + Cooper Hall	August	\$40,941.37
Union Church	Sanctuary Cabling Accessibility	August	\$2,550.00
Union Church	Fire Safety in Cooper Hall	September	\$3,160.00
Old West Church	Sound Improvements	September	\$850.00
Union Church	Cooper Hall AV Technology	October	\$5,080.25
Union Church	Security Digital Lock System	October	\$9,198.05
Glendale Church	Oil Tank Clean-up	Ongoing	\$33,164.41 Ongoing
		TOTAL	\$151,025.37

2025 Anticipated Improvements

Old West Church	Life Safety + Accessibility Improvement Project (pending approval of 2025 CPA Application)	\$450,000.00
Old West Church	Security System + Cameras	\$15,137.72
Union Church	Repointing + Masonry Restoration Project (pending approval of 2025 CPA Application)	\$662,000.00
Glendale Church	Security System	\$19,672.28
	TOTAL	\$1,146,810.00

Staff-Parish Relations Committee (SPRC) Report

Pastoral Team



The Rev. Jay Williams, Ph.D.
Lead Pastor

Guides the Parish's growth through strategic imagination, innovation, and planning.



The Rev. Sara Garrard, D.Min.
Executive Pastor

Focuses on executing and endowing the missional vision of the Parish for a resilient congregation.



The Rev. Kyle Walden
Discipleship Pastor

Cares for the faith formation and relational connection of the Parish, overseeing small group ministries.



Pastor Solomon Teye Alipoh
Minister of Radical Hospitality

Supports through worship leadership and other ministerial work, including the Parish's Housing Ministry.



The Rev. Jane Lawrence
Minister of Congregational Care

Provides pastoral care to the congregation, especially to those who are sick or housebound.



David Twiddy
Operations Manager*

Processes operational finances, manages utilities and spaces, and supports administrative work.



Juan Josue "J.J." Martinez
Minister of Creative Engagement

Develops design, marketing, and communications strategies, and continues pastoral training.

*David is part of the Office Team.



The Rev. Nikki Renée
Preacher-in-Residence

Preaches once a month, supports others in their preaching, and provides worship leadership.



The Rev. Ashley Renée
Deacon-in-Residence

Leads UnionReads and provides worship leadership through teaching and liturgy.



Amarais Towle + Wonjin Kim
Student Ministers

Contextual Education interns from the Boston University School of Theology.

Music Team

Union Church



Plamen Karadonev
Director of Music

Leads music at Union Church, including the Praise Band, Praise Team, and choirs.



David Buda
Bassist

Provides excellent and professional music services during Worship at Union Church.



Fabio Pirozzolo
Percussionist

Provides excellent and professional music services during Worship at Union Church.



Angela Nelson
Director of Radical Praise

Leads Union’s children’s choir, Radical Praise, and supports Worship design.

Old West Church



Olga Lipina, D.Min.
Director of Music + Arts

Oversees music and arts during Worship at Old West Church, and plays the piano.



Brent Barlow
Pianist

Leads praise once a month during Worship at Old West Church.



Jen Hsaio
Organist

Provides organ music during Worship as Old West Church’s resident organist.

Support Staff

Vacant
Lead Audio Engineer

Supervises audio across the Parish’s Worship sites, primarily during Worship at Union Church.

Junior Coffey
Zoom Audio Engineer

Supervises audio for Worship at Union Church’s online experience.

Color key

- Reporting to Pastor Jay.
- Reporting to Pastor Sara.
- Reporting to Pastor Kyle.

Staff-Parish Relations Committee (SPRC) Report (continued)

2025 PASTORAL COMPENSATION REPORT

This Compensation Plan for Clergy-under-Appointment to the Union Combined Parish was unanimously approved by the SPRC on October 28th; the Finance Committee on October 31st; and the Union Council on November 4th.

In comparison to 2024 compensation, the proposed 2025 Clergy Compensation reflects a 2.5% Cost-of-Living Adjustment (COLA), benchmarked according to the Social Security Administration (SSA).

Lead Pastor: Jay Williams	Full-time
Elder-in-Full Connection (10 years)	
Cash Salary	\$ 123,000.00
Housing Allowance (Section 107 of the IRS Code)	\$ 51,250.00
Professional Expenses (Reimbursables)	\$ 15,375.00
TOTAL:	\$189,625.00

Executive Pastor: Sara Garrard	Full-time
Elder-in-Full Connection (2 years)	
Cash Salary	\$ 92,250.00
Housing Allowance (Section 107 of the IRS Code)	\$ 43,050.00
Professional Expenses (Reimbursables)	\$ 12,300.00
TOTAL:	\$147,600.00

Discipleship Pastor: Kyle Walden	Full-time
Elder-in-Full Connection (1 year)	
Cash Salary	\$ 71,750.00
Housing Allowance (Section 107 of the IRS Code)	\$ 35,875.00
Professional Expenses (Reimbursables)	\$ 10,250.00
TOTAL:	\$117,875.00

Minister of Radical Hospitality: Solomon Alipoh	Part-time
Licensed Local Pastor (June 2024)	
Cash Salary	\$ 23,062.50
Professional Expenses (Reimbursables)	\$ 1,691.25
TOTAL:	\$24,753.75

Finance Report

2024 STATEMENT OF ACTIVITIES (Summary)

	2024 Budget		2024 Jan - October Actuals	
<u>EXPENSES</u>				
Union Council	\$	(43,000.00)	\$	(37,761.11)
Connectional Commitments	\$	(124,547.00)	\$	(104,489.65)
Trustees: Property Insurance	\$	(122,459.55)	\$	-
Trustees: Utilities + Equipment	\$	(220,068.36)	\$	(287,793.42)
Administration: Debt Maintenance	\$	(11,369.16)	\$	(9,474.50)
Administration: Office Management	\$	(35,964.00)	\$	(51,531.95)
Administration: Staff	\$	(112,296.00)	\$	(70,973.87)
UnionWorships: Staff + Expenses	\$	(142,115.00)	\$	(122,903.25)
Pastoral Staff: Full Time (Salaries + Benefits)	\$	(552,701.36)	\$	(497,646.01)
Pastoral Staff: Part Time (Wages)	\$	(33,000.00)	\$	(42,893.46)
OPERATING EXPENSE	\$	(1,397,520.43)	\$	(1,225,467.22)
Urban Responsibility Fund	\$	(25,000.00)	\$	(2,658.65)
Capital Fund Expenses (capitalized)	\$	(155,000.00)	\$	(206,518.15)
DESIGNATED FUND EXPENSE	\$	(180,000.00)	\$	(209,176.80)
EXPENSE GRAND TOTAL				
	\$	(1,577,520.43)	\$	(1,434,644.02)

INCOME

GENERAL FUND				
Offerings	\$	575,000.00	\$	489,029.79
Grants	\$	265,000.00	\$	32,482.02
Special Events	\$	25,000.00	\$	-
Intentional Communities	\$	116,280.00	\$	88,848.86
Building Usage	\$	260,021.90	\$	201,811.95
Investment Draws	\$	200,000.00	\$	526,299.90
OPERATING INCOME	\$	1,441,301.90	\$	1,338,472.52
RESTRICTED FUNDS				
Capital Fund	\$	155,000.00	\$	154,634.45
Urban Responsibility Fund	\$	23,000.00	\$	20,878.10
RESTRICTED FUND INCOME	\$	178,000.00	\$	175,512.55
INCOME GRAND TOTAL \$ 1,616,681.90 \$ 1,513,985.07				
<i>Income and Expense Differential</i>	<i>\$</i>	<i>58,132.47</i>	<i>\$</i>	<i>79,341.05</i>

2024 STATEMENT OF ACTIVITIES (Detailed)

	2024 Budgeted	YTD (October 31)	Notes
EXPENSES			
Union Council			
Radical Hospitality	\$ (10,000.00)	\$ (22,487.68)	
Union Advocates	\$ (5,500.00)	\$ (3,500.00)	
Union Disciples	\$ (1,500.00)	\$ (402.75)	
Union Leads	\$ (1,000.00)	\$ -	
Union Serves	\$ (2,000.00)	\$ (1,115.41)	
Food Justice	\$ -	\$ (2,992.34)	
Housing Justice	\$ -	\$ -	
Housing Coordinator Stipends	\$ (3,000.00)	\$ (3,000.00)	
Ministry Expenses	\$ (20,000.00)	\$ (4,262.93)	
TOTAL:	\$ (43,000.00)	\$ (37,761.11)	
Connectional Commitments			
Mission Shares	\$ (116,547.00)	\$ (101,548.00)	2023 Payment
Clergy Representation at AC	\$ (4,000.00)	\$ (2,366.65)	
Lay Representation at AC	\$ (4,000.00)	\$ (575.00)	
TOTAL:	\$ (124,547.00)	\$ (104,489.65)	
Trustees: Property Insurance			
Workers Comp	\$ (14,415.25)	\$ -	
Property/ Liability Insurance	\$ (107,794.30)	\$ -	
Temperature Sensor Surcharge	\$ (250.00)	\$ -	
TOTAL:	\$ (122,459.55)	\$ -	
Trustees: Utilities + Equipment			
All Building Costs	\$ (26,981.72)	\$ (25,198.05)	
Union South End	\$ (85,050.00)	\$ (147,055.60)	July: Significant utilities arrears paid
Old West	\$ (56,306.00)	\$ (55,168.04)	July: Significant utilities arrears paid
Hilda Evans House	\$ (10,304.88)	\$ (15,598.49)	
Glendale Church	\$ (18,462.00)	\$ (15,968.25)	
Glendale House	\$ (8,437.88)	\$ (21,006.95)	
Community Church	\$ (6,235.00)	\$ (3,403.47)	
Community House	\$ (8,290.88)	\$ (4,394.57)	
TOTAL:	\$ (220,068.36)	\$ (287,793.42)	
Administration: Debt Maintenance			
Foundation Loan	\$ (11,369.16)	\$ (9,474.50)	
Administration: Office Management			
Books	\$ (500.00)	\$ (1,168.89)	
Payroll	\$ (1,044.00)	\$ (2,957.15)	
Special Printing / Banners	\$ (2,000.00)	\$ (5,356.95)	
Bank Service Charges	\$ (84.00)	\$ (713.73)	
Citizens Deposit Box	\$ (36.00)	\$ -	
Software/ Subscriptions	\$ (15,000.00)	\$ (25,416.34)	
Copier/ Printing	\$ (1,500.00)	\$ (1,135.97)	
Staples/ ProPrint	\$ (3,800.00)	\$ -	
Transportation / Travel	\$ (10,000.00)	\$ (9,494.28)	
Office Misc.	\$ (2,000.00)	\$ (5,288.64)	
TOTAL:	\$ (35,964.00)	\$ (51,531.95)	
Administration: Staff			
David Twiddy	\$ (40,296.00)	\$ (31,932.50)	
Contextual Ed. Stipend	\$ (4,000.00)	\$ -	



Union Sunday Tech	\$	(13,000.00)	\$	(12,495.37)
OWC Sunday Tech	\$	(3,000.00)	\$	(1,507.50)
Cleaning Staff/ Combined Parish Sexton	\$	(52,000.00)	\$	(25,038.50)
TOTAL:	\$	(112,296.00)	\$	(70,973.87)

UnionWorships: Staff + Expenses

Plamen Karadonev	\$	(80,000.00)	\$	(63,328.32)
Angela Nelson	\$	(5,500.00)	\$	(5,041.63)
Olga Lipina	\$	(19,580.00)	\$	(16,314.79)
Brent Barlow	\$	(8,000.00)	\$	(2,200.00)
Nikki Renée	\$	(10,000.00)	\$	(7,904.00)
Fabio Pirrozzolo	\$	(9,100.00)	\$	(7,479.99)
David Buda	\$	(7,800.00)	\$	(6,375.00)
Union Special Musicians		no 2024 est.	\$	(12,350.00)
Preaching Honorarium			\$	(250.00)
CCLI Licensing	\$	(135.00)	\$	-
Music General Expenses	\$	(500.00)	\$	(210.00)
Worship Decorations / Communion Elements	\$	(1,500.00)	\$	(1,449.52)
TOTAL:	\$	(142,115.00)	\$	(122,903.25)

Pastoral Staff: Full Time

Jay Williams	\$	(223,279.36)	\$	(224,577.82)	total compensation package, broken out below
Cash Salary	\$	(120,000.00)	\$	(141,768.55)	This line cash salary, housing allowance, and professional expenses
Housing Allowance	\$	(50,000.00)	\$	-	
Professional Expenses (Reimbursables)	\$	(15,000.00)	\$	-	
Jay Williams: Health Insurance	\$	(21,216.00)	\$	(44,820.00)	Includes 2022 + 2023 Benefits Payments
Jay Williams: Pension	\$	(17,063.36)	\$	(37,989.27)	Includes 2022 + 2023 Benefits Payments
Kyle Walden	\$	(149,266.00)	\$	(141,717.52)	total compensation package, broken out below
Cash Salary	\$	(70,000.00)	\$	(80,133.52)	This line cash salary, housing allowance, and professional expenses
Housing Allowance	\$	(35,000.00)	\$	-	
Professional Expenses (Reimbursables)	\$	(10,000.00)	\$	-	
Kyle Walden: Health Insurance	\$	(21,216.00)	\$	(41,784.00)	2022 + 2023 Payments
Kyle Walden: Pension	\$	(13,050.00)	\$	(19,800.00)	2022 + 2023 Payments
Sara Garrard	\$	(180,156.00)	\$	(131,350.67)	total compensation package, broken out below
Cash Salary	\$	(90,000.00)	\$	(114,590.63)	This line cash salary, housing allowance, and professional expenses
Housing Allowance	\$	(42,000.00)	\$	-	
Professional Expenses (Reimbursables)	\$	(12,000.00)	\$	-	
Sara Garrard: Health Insurance	\$	(21,216.00)	\$	(10,656.00)	2022 + 2023 Payments
Sara Garrard: Pension	\$	(14,940.00)	\$	(6,104.04)	2022 + 2023 Payments

Pastoral Staff: Part Time

Jane Lawrence	\$	(20,000.00)	\$	(15,833.46)
Solomon Alipoh	\$	(10,153.85)	\$	(9,922.50)
JJ Martinez	\$	(13,000.00)	\$	(17,137.50)
TOTAL:	\$	(33,000.00)	\$	(42,893.46)

OPERATING EXPENSE TOTAL \$ (1,397,520.43) \$ (1,225,467.22)

Urban Responsibility Fund

General Giving (restricted)	\$	(5,000.00)	\$	(1,817.81)
Winter Coat Drive (restricted)	\$	(15,000.00)	\$	(840.84)
Christmas Gift Drive (restricted)	\$	(5,000.00)	\$	-
TOTAL:	\$	(25,000.00)	\$	(2,658.65)

Capital Fund Expenses (capitalized) \$ (155,000.00) \$ (206,518.15)

EXPENSE GRAND TOTAL \$ (1,577,520.43) \$ (1,434,644.02)



	2024 Budgeted	YTD (October 31)	Notes
INCOME			
General Fund			
Offerings			
Pledges	\$ 550,000.00	\$ 404,745.77	
Large Undesignated Gifts	\$ 25,000.00	\$ 84,284.02	Includes \$40k gift from December 2023
TOTAL:	\$ 575,000.00	\$ 489,029.79	88.9 % of \$550K pledge goal 85.0 % \$575K budget goal
Grants			
MGH Funds	\$ 200,000.00	\$ -	
Grant Receivables	\$ 20,000.00	\$ 30,250.00	
Account Receivables	\$ 20,000.00	\$ 2,232.02	
New Grants	\$ 25,000.00	\$ -	
TOTAL:	\$ 265,000.00	\$ 32,482.02	
Special Events			
MLK Memorial Breakfast	\$ 25,000.00	\$ -	
TOTAL:	\$ 25,000.00	\$ -	
Intentional Communities			
Hilda Evans House	\$ 45,312.00	\$ 37,239.56	
Brighton House	\$ 33,984.00	\$ 24,835.00	
Glendale House	\$ 36,984.00	\$ 26,774.30	
TOTAL:	\$ 116,280.00	\$ 88,848.86	
Building Usage			
Old West Church	\$ 180,981.90	\$ 148,554.95	
Sunrise Rent	\$ 145,656.00	\$ 121,380.00	
Sunrise Utilities	\$ 24,989.90	\$ 22,421.93	
Sunrise Taxes	\$ 7,716.00	\$ 3,753.02	
Metropolitan Community Church	\$ 1,620.00	\$ -	
Old West Organ Society	\$ 1,000.00	\$ 1,000.00	
Brighton Church	\$ 14,400.00	\$ 6,275.00	
Glendale Church	\$ 12,000.00	\$ 1,500.00	
Union Church	\$ 52,640.00	\$ 45,482.00	
Boston Children's Chorus	\$ 32,640.00	\$ 34,132.00	
Keylatch	\$ 5,000.00	\$ 3,700.00	
Other Usage	\$ 15,000.00	\$ 7,650.00	
TOTAL:	\$ 260,021.90	\$ 201,811.95	
Investment Income	\$ 200,000.00	\$ 526,299.90	Includes \$ 305,089.31 transfer in January to cover 2023 Mission Shares + Benefits arrearages. \$200,000 transfer in July to cover 2024 Operating Expenses
Operating Income		\$ 1,338,472.52	
Capital Fund			
Capital Fund: Individual Donations	\$ 5,000.00	\$ 4,634.45	
Capital Fund: Grants Receivables	\$ 150,000.00	\$ 150,000.00	Final receipt of roof grants
TOTAL:	\$ 155,000.00	\$ 154,634.45	
Urban Responsibility Fund			
Urban Responsibility General	\$ 3,000.00	\$ 1,146.62	
Winter Coat Drive	\$ 15,000.00	\$ 19,731.48	
Christmas Gift Drive	\$ 5,000.00	\$ -	
TOTAL:	\$ 23,000.00	\$ 20,878.10	
INCOME GRAND TOTAL	\$ 1,619,301.90	\$ 1,513,985.07	
Net Surplus/Deficit	\$ 41,781.47	\$ 79,341.05	

BALANCE SHEET (Statement of Financial Position, as of October 31, 2024)

	August 2024	September 2024	October 2024
ASSETS			
Cash			
General Fund + Operating	\$ 63,379.40	\$ 31,263.80	\$ 21,327.07
Designated Funds + Special Projects	\$ 240,668.36	\$ 230,660.70	\$ 205,247.89
	\$ 304,047.76	\$ 261,924.50	\$ 226,574.96
Investments			
Short-Term			
Certificates of Deposit (Interfaith Credit Union)	\$ 32,640.69	\$ 32,640.69	\$ 32,640.69
United Methodist Foundation	\$ 7,238.64	\$ 7,703.11	\$ 7,703.11
Long-Term			
McGuire/Trade	\$ 1,904,887.04	\$ 1,909,119.00	\$ 1,887,692.32
Citizens Securities (CNB Liquid Investment Acct)	\$ 115,977.49	\$ 116,940.02	\$ 117,401.48
	\$ 2,060,743.86	\$ 2,066,402.82	\$ 2,045,437.60
Receivables			
Building Usage	0	\$ -	\$ -
Grants (Awarded)	0	\$ -	\$ -
Pledges	\$ 45,833.33	\$ 45,833.33	\$ 45,833.33
Intentional Communities Rents	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
	\$ 55,833.33	\$ 55,833.33	\$ 55,833.33
Real Property			
Furniture (Appraised)	\$ 20,500.00	\$ 20,500.00	\$ 20,500.00
Furniture and Equipment (Estimated)	\$ 475,000.00	\$ 475,000.00	\$ 475,000.00
Capitalized Expenses	\$ 1,237,056.00	\$ 1,237,056.00	\$ 1,237,056.00
	\$ 1,732,556.00	\$ 1,732,556.00	\$ 1,732,556.00
Long-Term Permanently Restricted Investment			
Benjamin Lane Trust	\$ 99,299.71	\$ 99,299.71	\$ 99,299.71
	\$ 99,299.71	\$ 99,299.71	\$ 99,299.71
Fixed Assets			
1 Cleveland Park, Roxbury Parsonage and Land	\$ 1,000,000.00	\$ 1,000,000.00	\$ 1,000,000.00
485 Columbus Avenue, South End Church Building and Land	\$ 17,500,000.00	\$ 17,500,000.00	\$ 17,500,000.00
12 Turner Street, Brighton Parsonage and Land	\$ 1,000,000.00	\$ 1,000,000.00	\$ 1,000,000.00
519 Washington Street, Brighton Church Building and Land	\$ 1,500,000.00	\$ 1,500,000.00	\$ 1,500,000.00
392 Ferry Street, Everett MA Church Building and Land	\$ 3,000,000.00	\$ 3,000,000.00	\$ 3,000,000.00
151 Glendale Street, Everett MA Parsonage and Land	\$ 1,000,000.00	\$ 1,000,000.00	\$ 1,000,000.00
131 Cambridge Street, Boston MA Church Building and Land	\$ 15,000,000.00	\$ 15,000,000.00	\$ 15,000,000.00
	\$ 40,000,000.00	\$ 40,000,000.00	\$ 40,000,000.00
TOTAL ASSETS	\$ 44,252,480.66	\$ 44,216,016.36	\$ 44,159,701.60
LIABILITIES			
Current Payroll & Withholdings	\$ 15,000.00	\$ 30,000.00	\$ 29,000.00
Accounts Payable	\$ 43,756.39	\$ 30,923.33	\$ 32,751.66
Property Insurance + Workers Comp	\$ 108,905.50	\$ 108,905.50	\$ 108,905.50
Health Insurance (Current)	\$ 47,556.00	\$ 53,563.00	\$ 59,570.00
Pensions (Current)	\$ 30,035.00	\$ 34,713.48	\$ 37,544.50
Mission Shares (Current)	\$ 116,547.00	\$ 116,547.00	\$ 116,547.00
Mission Shares (ministerial support prior to 2022)	\$ 102,391.99	\$ 102,391.99	\$ 102,391.99
Previous Pastor Health Insurance	\$ 48,770.67	\$ 48,770.67	\$ 48,770.67
United Methodist Foundation Loan	\$ 30,536.62	\$ 29,731.25	\$ 28,922.13
TOTAL LIABILITIES	\$ 543,499.17	\$ 555,546.22	\$ 564,403.45
Net Worth	\$ 43,708,981.49	\$ 43,660,470.14	\$ 43,595,298.15

2025 BUDGET (Summary)

	2024 Budget	2024 Jan - October Actuals	2025 Budget	% of 2025 Budget
EXPENSES				
Union Council	\$ (43,000.00)	\$ (37,761.11)	\$ (67,300.00)	4.03%
Connectional Commitments	\$ (124,547.00)	\$ (104,489.65)	\$ (137,364.00)	8.22%
Trustees: Property Insurance	\$ (122,459.55)	\$ -	\$ (148,758.81)	8.90%
Trustees: Utilities + Equipment	\$ (220,068.36)	\$ (287,793.42)	\$ (338,000.00)	20.22%
Administration: Debt Maintenance	\$ (11,369.16)	\$ (9,474.50)	\$ (11,369.16)	0.68%
Administration: Office Management	\$ (35,964.00)	\$ (51,531.95)	\$ (68,000.00)	4.07%
Administration: Staff	\$ (112,296.00)	\$ (70,973.87)	\$ (108,303.40)	6.48%
UnionWorships: Staff + Expenses	\$ (142,115.00)	\$ (122,903.25)	\$ (163,979.50)	9.81%
Pastoral Staff: Full Time (Salaries + Benefits)	\$ (552,701.36)	\$ (497,646.01)	\$ (566,518.89)	33.88%
Pastoral Staff: Part Time (Wages)	\$ (33,000.00)	\$ (42,893.46)	\$ (62,364.84)	3.73%
OPERATING EXPENSE	\$ (1,397,520.43)	\$ (1,225,467.22)	\$ (1,671,958.61)	100.00%
Urban Responsibility Fund	\$ (25,000.00)	\$ (2,658.65)	\$ (25,000.00)	
Capital Fund Expenses (capitalized)	\$ (155,000.00)	\$ (206,518.15)	\$ -	
DESIGNATED FUND EXPENSE	\$ (180,000.00)	\$ (209,176.80)	\$ (25,000.00)	
EXPENSE GRAND TOTAL \$ (1,577,520.43) \$ (1,434,644.02) \$ (1,696,958.61)				
INCOME				
GENERAL FUND				
Offerings	\$ 575,000.00	\$ 489,029.79	\$ 675,000.00	40.85%
Grants	\$ 265,000.00	\$ 32,482.02	\$ 240,000.00	14.52%
Special Events	\$ 25,000.00	\$ -	\$ 25,000.00	1.51%
Intentional Communities	\$ 116,280.00	\$ 88,848.86	\$ 100,900.00	6.11%
Building Usage	\$ 260,021.90	\$ 201,811.95	\$ 241,515.04	14.62%
Investment Draws	\$ 200,000.00	\$ 526,299.90	\$ 370,000.00	22.39%
OPERATING INCOME	\$ 1,441,301.90	\$ 1,338,472.52	\$ 1,652,415.04	100.00%
RESTRICTED FUNDS				
Capital Fund	\$ 155,000.00	\$ 154,634.45	\$ 20,000.00	
Urban Responsibility Fund	\$ 23,000.00	\$ 20,878.10	\$ 25,000.00	
RESTRICTED FUND INCOME	\$ 178,000.00	\$ 175,512.55	\$ 45,000.00	
INCOME GRAND TOTAL \$ 1,616,681.90 \$ 1,513,985.07 \$ 1,697,415.04				
<i>Income and Expense Differential</i>	<i>\$ 58,132.47</i>	<i>\$ 79,341.05</i>	<i>\$ 456.43</i>	

2025 BUDGET NOTES

This Budget proposal was unanimously approved by the Church Council on November 4, 2024, as prepared by the Finance Committee and unanimously approved on October 31, 2024.

1. **Cash Accounting Method** — Financial statements reflect income and expenses when they clear the bank account. (Alternatively, accrual accounting registers transactions on financial statements when the donation is made or the expense incurred.)
2. **Notable Changes in Line Items:**
 - a. **Property Development** (detailed budget) adds \$50k in the budget toward Comprehensive Building Assessments and other expenses related to long-term planning for our 7 properties. (Trustees have received proposals from our Architect/Preservation Specialists, which can be found [here](#), totaling \$188K).
 - b. **Offering Income** is estimated to increase by \$100K or 17.4%
3. **Fixed Costs** — Union continues to face pressure from increasing fixed costs (property insurance, missional shares, etc.) that are largely outside of our control, but that we must work to meet effectively and responsibly:
 - a. **Trustees: Utilities** are based on 2024 actuals, now that we have a baseline (For the current 2024 budget, parish-wide 2023 figures were incomplete.)
 - b. **Property Insurances** have increased 23.7%
 - c. **Connectional Commitments (Mission Shares)** have increased 14.4%
 - d. **Baseline Budgeting** — This first operational year as a combined parish will help provide baseline information for future decision making and situational awareness.
 - e. The Finance Committee is committed to working in partnership with SPRC, the Trustees, and Union staff to find options to further manage costs and identify savings.
4. **Staff Compensation** across the board remains flat, modified by the 2.5% Cost-of-Living-Adjustment (COLA), benchmarked by the Social Security Administration.
5. **Grants** — The annual MGH Mitigation Grant (\$200,000) expires in December 2026. Starting in 2027, these funds will need to be replaced.
6. **Diversification** — Increasing our options and diversification of revenue streams remains a core goal for Finance.
7. **Unique Circumstances** — We must acknowledge that we do have a larger budget than most churches in the conference, and that there are very real choices in terms of our missional commitments that this reflects

2025 BUDGET (Detailed)

	2024 Budget	2024 Jan - October Actuals	2025 Budget	% of Budget
EXPENSES				
Union Council				
Radical Hospitality	\$ 10,000.00	\$ (22,487.68)	\$ 20,000.00	
Union Advocates	\$ 5,500.00	\$ (3,500.00)	\$ 4,500.00	
Union Disciples	\$ 1,500.00	\$ (402.75)	\$ 1,000.00	
Union Leads	\$ 1,000.00	\$ -	\$ 1,000.00	
Union Serves	\$ 2,000.00	\$ (1,115.41)	\$ 2,000.00	
Food Justice		\$ (2,992.34)	\$ 5,000.00	
Housing Justice		\$ -	\$ 10,800.00	
Housing Coordinator Stipends	\$ (3,000.00)	\$ (3,000.00)	\$ 3,000.00	
Ministry Expenses	\$ 20,000.00	\$ (4,262.93)	\$ 20,000.00	
TOTAL:	\$ 37,000.00	\$ (37,761.11)	\$ 67,300.00	4.03%
Connectional Commitments				
Mission Shares	\$ 116,547.00	\$ (101,548.00)	\$ 133,364.00	
Representation at Annual Conference	\$ 4,000.00	\$ (2,941.65)	\$ 4,000.00	
TOTAL:	\$ 120,547.00	\$ (104,489.65)	\$ 137,364.00	8.22%
Trustees: Property Insurance				
Workers Comp	\$ 14,415.25	\$ -	\$ 15,136.01	
Property/ Liability Insurance	\$ 107,794.30	\$ -	\$ 133,372.80	
Temperature Sensor Surcharge	\$ 250.00	\$ -	\$ 250.00	
TOTAL:	\$ 122,459.55	\$ -	\$ 148,758.81	8.90%
Trustees: Utilities + Equipment				
Property Development	\$ -	\$ -	\$ 50,000.00	
Building Contingency: Maintenance / Repairs	\$ 26,981.72	\$ (25,198.05)	\$ 50,000.00	
Cleaning / Bathroom Supplies	\$ 2,000.00			
Inspections	\$ 1,200.00			
Misc.	\$ 21,000.00			
Yard Care	\$ 1,000.00			
Snow Removal				
Security	\$ 1,781.72			
Housing Network Supplies				
Union Church	\$ 85,050.00	\$ (147,055.60)	\$ 100,000.00	
Old West Church	\$ 56,306.00	\$ (55,168.04)	\$ 66,000.00	
Hilda Evans House	\$ 10,304.88	\$ (15,598.49)	\$ 20,000.00	
Glendale Church	\$ 18,462.00	\$ (15,968.25)	\$ 15,000.00	
Glendale House	\$ 8,437.88	\$ (21,006.95)	\$ 20,000.00	
Community Church	\$ 6,235.00	\$ (3,403.47)	\$ 5,000.00	
Community House	\$ 8,290.88	\$ (4,394.57)	\$ 12,000.00	
TOTAL:	\$ 220,068.36	\$ (287,793.42)	\$ 338,000.00	20.22%
Administration: Debt Maintenance				
Foundation Loan	\$ 11,369.16	\$ (9,474.50)	\$ 11,369.16	0.68%



Administration: Office Management				
Books	\$	500.00	\$	(1,168.89) \$ 1,200.00
Payroll	\$	1,044.00	\$	(2,957.15) \$ 4,000.00
Special Printing / Banners	\$	2,000.00	\$	(5,356.95) \$ 7,000.00
Bank Service Charge	\$	84.00	\$	(713.73) \$ 1,000.00
Software/ Subscriptions/ Licensing	\$	15,000.00	\$	(25,416.34) \$ 30,000.00
Copier Lease + Printing Costs	\$	1,500.00	\$	(1,135.97) \$ 2,800.00
Transportation / Travel	\$	10,000.00	\$	(9,494.28) \$ 15,000.00
Office Misc.	\$	2,000.00	\$	(5,288.64) \$ 7,000.00
TOTAL:	\$	32,128.00	\$	(51,531.95) \$ 68,000.00 4.07%

Administration: Staff				
David Twiddy	\$	40,296.00	\$	(31,932.50) \$ 41,303.40
Contextual Ed. Stipend	\$	4,000.00	\$	- \$ 8,000.00
Sunday Tech	\$	13,000.00	\$	(14,002.87) \$ 19,000.00
Cleaning Staff/ Combined Parish Sexton	\$	52,000.00	\$	(25,038.50) \$ 40,000.00
TOTAL:	\$	109,296.00	\$	(70,973.87) \$ 108,303.40 6.48%

UnionWorships: Staff + Expenses				
Plamen Karadonev (Director of Music)	\$	80,000.00	\$	(63,328.32) \$ 82,000.00
Angela Nelson (Director of Radical Praise)	\$	5,500.00	\$	(5,041.63) \$ 5,637.50
Olga Lipina (OWC Worship & Arts)	\$	19,580.00	\$	(16,314.79) \$ 20,069.50
Brent Barlow (OWC Pianist)	\$	8,000.00	\$	(2,200.00) \$ 8,200.00
Nikki Renée (Preacher-in-Residence)	\$	10,000.00	\$	(7,904.00) \$ 10,250.00
Ashley Renée (Deacon-in-Residence)	\$	-	\$	- \$ 6,000.00
Fabio Pirozzolo (Union Church Percussionist)	\$	9,100.00	\$	(7,479.99) \$ 9,327.50
David Buda (Union Church Bassist)	\$	7,800.00	\$	(6,375.00) \$ 7,995.00
Special Musicians			\$	(12,350.00) \$ 13,000.00
General Expenses			\$	(1,909.52) \$ 1,500.00
TOTAL:	\$	139,980.00	\$	(122,903.25) \$ 163,979.50 9.81%

Pastoral Staff: Full Time					33.88%
Jay Williams (Lead Pastor)	\$	223,279.36		\$	228,861.34
Cash Salary	\$	120,000.00		\$	123,000.00
Housing Allowance	\$	50,000.00		\$	51,250.00
Professional Expenses (Reimbursables)	\$	15,000.00		\$	15,375.00
Health Insurance	\$	21,216.00		\$	21,746.40
Pension	\$	17,063.36		\$	17,489.94
TOTAL:	\$	223,279.36	\$	(224,577.82) \$ 228,861.34	
Kyle Walden (Discipleship Pastor)	\$	149,266.00		\$	152,997.65
Cash Salary	\$	70,000.00		\$	71,750.00
Housing Allowance	\$	35,000.00		\$	35,875.00
Professional Expenses (Reimbursables)	\$	10,000.00		\$	10,250.00
Health Insurance	\$	21,216.00		\$	21,746.40
Pension	\$	13,050.00		\$	13,376.25
TOTAL:	\$	149,266.00	\$	(141,717.52) \$ 152,997.65	

Sara Garrard (Executive Pastor)	\$	180,156.00		\$	184,659.90
<i>Cash Salary</i>	\$	90,000.00		\$	92,250.00
<i>Housing Allowance</i>	\$	42,000.00		\$	43,050.00
<i>Professional Expenses (Reimbursables)</i>	\$	12,000.00		\$	12,300.00
<i>Health Insurance</i>	\$	21,216.00		\$	21,746.40
<i>Pension</i>	\$	14,940.00		\$	15,313.50
TOTAL:	\$	180,156.00	\$	(131,350.67)	\$ 184,659.90

Pastoral Staff: Part Time	3.73%				
<i>Jane Lawrence (Congregational Care)</i>	\$	20,000.00	\$	(15,833.46)	\$ 20,500.00
<i>Solomon Alipoh (Radical Hospitality)</i>			\$	(9,922.50)	\$ 28,539.84
<i>JJ Martinez (Creative Engagement)</i>	\$	13,000.00	\$	(17,137.50)	\$ 13,325.00
TOTAL:	\$	33,000.00	\$	(42,893.46)	\$ 62,364.84

OPERATING EXPENSE TOTAL	\$	1,378,549.43	\$	(1,225,467.22)	\$ 1,671,958.61	100.00%
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Urban Responsibility Fund					
<i>General Giving (restricted)</i>	\$	5,000.00	\$	(1,817.81)	\$ 5,000.00
<i>Winter Coat Drive (restricted)</i>	\$	15,000.00	\$	(840.84)	\$ 15,000.00
<i>Christmas Gift Drive (restricted)</i>	\$	5,000.00	\$	-	\$ 5,000.00
TOTAL:	\$	25,000.00	\$	(2,658.65)	\$ 25,000.00

Capital Fund Expenses (capitalized)	\$	155,000.00	\$	(206,518.15)	\$ -
TOTAL:	\$	180,000.00	\$	(209,176.80)	\$ -

EXPENSE TOTAL	\$	1,558,549.43	\$	(1,434,644.02)	\$ 1,696,958.61
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INCOME

2024 Budget

2024 Jan - October
Actuals

2025 Budget

% of Budget

General Fund

Offerings					
Pledges	\$	550,000.00	\$	404,745.77	\$ 600,000.00
Special Offerings + Undesignated Gifts	\$	25,000.00	\$	84,284.02	\$ 75,000.00
TOTAL:	\$	575,000.00	\$	489,029.79	\$ 675,000.00 40.85%

Grants

MGH Mitigation Funds (Year 3/5)	\$	200,000.00	\$ -	\$	200,000.00	
Grant Receivables	\$	20,000.00	\$	30,250.00	\$	20,000.00
Account Receivables	\$	20,000.00	\$	2,232.02	\$	20,000.00
New Grants	\$	25,000.00	\$ -	\$	-	
TOTAL:	\$	265,000.00	\$	32,482.02	\$	240,000.00 14.52%

Special Events

MLK Memorial Breakfast	\$	25,000.00	\$	25,000.00	1.51%
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Intentional Communities

Hilda Evans House	\$	45,312.00	\$	37,239.56	\$	40,000.00	
Brighton House	\$	33,984.00	\$	24,835.00	\$	30,000.00	
Glendale House	\$	36,984.00	\$	26,774.30	\$	30,900.00	
TOTAL:	\$	116,280.00	\$	88,848.86	\$	100,900.00	6.11%

Building Usage

Old West Church	\$	178,361.90	\$	148,554.95	\$	184,015.04	
Brighton Church	\$	14,400.00	\$	6,275.00	\$	7,500.00	
Glendale Church	\$	12,000.00	\$	1,500.00	\$	-	
Union Church	\$	52,640.00	\$	45,482.00	\$	50,000.00	
TOTAL:	\$	257,401.90	\$	201,811.95	\$	241,515.04	14.62%

Investment Draws	\$	200,000.00	\$	526,299.90	\$	370,000.00	22.39%
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Operating Income

\$ 1,338,472.52 \$ 1,652,415.04 100.00%

Capital Fund

Capital Fund: Individual Donations	\$	5,000.00	\$	4,634.45	\$	5,000.00	
Capital Fund: Grants Receivables	\$	150,000.00	\$	150,000.00	\$	15,000.00	
TOTAL:	\$	155,000.00	\$	154,634.45	\$	20,000.00	

Urban Responsibility Fund

Urban Responsibility General	\$	3,000.00	\$	1,146.62	\$	5,000.00	
Winter Coat Drive	\$	15,000.00	\$	19,731.48	\$	15,000.00	
Christmas Gift Drive	\$	5,000.00	\$	-	\$	5,000.00	
TOTAL:	\$	23,000.00	\$	20,878.10	\$	25,000.00	

INCOME GRAND TOTAL	\$	1,616,681.90	\$	1,513,985.07	\$	1,697,415.04	
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Income and expense differential \$ 58,132.47 \$ 79,341.05 \$ 456.43



Lay Leadership / Nominations Report

Lay Leaders — Ruby Blake, Crystal Collier		Church Council Chair — Gary Bailey	
Lay Members to the New England Annual Conference — Sharon Jackson, Karen Spiller			
	Class of 2025	Class of 2026	Class of 2027
STAFF PARISH RELATIONS COMMITTEE	Michelle Carmichael	Karen Spiller	Bruce Bickerstaff
Chair: Jo-Anna L. Rorie	Stephanie Garrett-Stearns	Jo-Anna L. Rorie	Delores Tucker
	Norris Welch	Melissa Berry-Woods	Vincent Smith
	Ellen Casey	Kay Johansson	
FINANCE COMMITTEE	Karen Singleton	David Halbert	Dylan Pollman-Blom
Chair: David Halbert Treasurer: David Jackson, Jr.	Nancy Wewiorski	Elsa Bengel	Marsha Robinson
Financial Secretaries: Nancy Wewiorski, Mary Adjetey	Mary Adjetey	David Jackson, Jr.	Kiev Gambrell
BOARD OF TRUSTEES	Natalie Baumgardner	Michael Moehring	Carl Long
Chair: Carl Long (to be elected by Board)	Angela Nelson	Bill King	Chadwick Johnson
	Robert Kelsey	Fred Brown	Tonia Barlow
	Linda White	John Jemison	Corei Moxey
	Matt Kinmore	Collin Johansson	Karen Kay
NOMINATIONS AND LEADERSHIP DEVELOPMENT COMMITTEE	Valarie Berry	Patricia Pettiford	Herb Jones
Chair: Pastor Jay (¶258.1c)	Anne Gross	Willie Jones	Pauline Durant
	Carolyn Frantz	Roxie Rogers	

**bolded names are new nominations for 2025*



Church Council Chair*
Gary Bailey

Clergy Team*
Pastors Jay, Sara, and Kyle

Lay Leader for Connectional Ministries*
Ruby Blake

Lay Leader for Strategy*
Crystal Collier

Lay Leader for Volunteerism*
Vacant

Staff-Parish Relations Chair*
JoAnna Rorie

Board of Trustees Chair*
Carl Long

Finance Chair*
David Halbert

Members to the Annual Conference
Sharon Jackson · Karen Spiller

Union Church Site Trustee
John Jemison

Treasurer
David Jackson Jr.

Union Diaspora Representative
Marianne Richmond

Old West Church Site Trustee
Michael Moehring

Financial Secretaries
Mary Adjetey · Nancy Wewiorski

At-Large Members
Melissa Berry-Woods · Angela Nelson · Maricel Goris

Glendale Site Trustee
Linda White

Grants Team Coordinator
Elsa Bengel

Friends of Union
Anne Gross · Scott Lewis

Brighton Site Trustee
Bill King

Justice + Advocacy Team Coordinator
Mara Pollman-Blom

Worship + Music Ministry
Robert Kelsey

Food Justice Coordinator
Karen Spiller

Radical Hospitality Team Coordinator
Patricia Pettiford

Housing Justice Coordinator
Stephanie Garrett-Stearns

*Executive Team ■ Lay Leaders ■ Board of Trustees ■ Finance Team ■ UnionServes ■ UnionWorships

Ministry Candidates Report

INITIAL CERTIFICATION

- Savannah Doelfel** — After growing up in the United Methodist Church in New Jersey, Savannah started attending Union Church in 2022 following her graduation from college. In the midst of physical illness, she found healing through conversations that reframed her notion of who God is, Bible Studies that allowed her to grapple with difficult ideas in community, and Prayer Calls where she experienced raw emotions with others. Using her background in law and medicine, Savannah feels called to pursue pastoral ministry informed by social justice, advocacy, and healing of the whole person.
- Wonjin Kim** — Won Jin Kim is an MDiv student at Boston University's School of Theology. He majored in English literature at Kyoung Pook National University. Experiencing the extension of thought from Kate Chopin, Toni Morrison, and James Joyce, Won Jin decided to leave his comfort zone in his hometown, Daegu, and explore the unknown. After studying music as a universal language, he pursues the theological language to incarnate God's unconditional love, transcending all the differences.

RE-CERTIFICATION

- Eric Falley** — Eric Falley is called to use their skills of deep listening and keen understanding to help people experience the beauty of their inherent dignity at the core of their being. They are currently seeking a Master's degree in social work at Simmons University to be trained as a therapist, and they completed training as a spiritual director alongside their MDiv received from Boston University this year. Their hope is that they can be a reflection of God's unconditional love and grace for all people, especially those who need it the most, and that they can help connect the church to meet the deep needs of the community.
- Beth Knowlton** — Beth Knowlton is a candidate in the elder track. She is excited to be in New England because of her interest in small congregations and models of cooperative ministry. She holds both a BA and MA in history, and is a couple semesters away from finishing her MDiv at Boston University.
- J.J. Martinez** — Juan Josue "J.J." Martinez is a certified candidate in the New England Conference, and is applying for provisional membership as an elder for commissioning this summer. He graduated *summa cum laude* from The University of Texas at El Paso with a Bachelor of Arts in Philosophy and is graduating with a Master of Divinity in Ecclesial Ministry from the Boston University School of Theology in May. J.J. is passionate about bridging the gap between the church and the academy, Wesleyan theology, worship, and technology. He was born and raised in El Paso, Texas.
- Izzy Phoenix** — Izzy Phoenix (she/they) is a certified candidate for ministry as a Deacon in the New England Conference, having transferred her membership to Union in Spring 2024. She is called to serve the church and the world through bridging faith, the arts, and community organizing. She holds a Master of Divinity from Drew Theological School in Madison, New Jersey and a Bachelor of Arts in Music from Oakland University in Rochester, Michigan.

Membership Report and Remembrance

New Members							
	Name	Membership	Date		Name	Membership	Date
1	Denee Kinnemore	Professing	2/18/2024	11	Brein Mosely	Professing	5/19/2024
2	Matt Kinnemore	Professing	2/18/2024	12	Brendan Johnson	Professing	7/7/2024
3	Jimmy McCarty	Associate	2/18/2024	13	William Strader	Professing	7/7/2024
4	Claudine Uwizeyimana	Professing	2/18/2024	14	Anahí Venzor Strader	Professing	7/7/2024
5	Desiree West-McCarty	Associate	2/18/2024	15	Erica Dommasch	Professing	7/28/2024
6	Kate Zachary	Professing	2/18/2024	16	Eunsun Choi	Professing	10/6/2024
7	Izzy Garrigues-Cortelyou	Professing	5/19/2024	17	Wonjin Kim	Professing	10/6/2024
8	Thomas Hemmendinger	Professing	5/19/2024	18	Arianna Lewis	Professing	10/6/2024
9	Emily Horton	Professing	5/19/2024	19	Lindsay Morrison	Professing	10/6/2024
10	Ulunma Izejiobi	Professing	5/19/2024	20	Carli Nienhold	Professing	10/6/2024

Baptisms: Emmie Louisa Jackson (6/30), Erica Dommasch (7/28), Remi Robinson (8/11), Rowan Robinson (8/11)

Deaths: John Moulton (includes only those on Union's Membership Rolls)

SUMMARY	
Total New Members since 2023 Church Conference on February 25, 2024 (Baptized, Affiliate, Associate, Professing, and Pending Baptisms)	20
Professing Membership as of February 25, 2024*	607
New Professing Members since February 25, 2024	18
Death(s) of Professing members since February 25, 2024	1
Transfer(s) of Professing members to another UMC since February 25, 2024	1
Membership as of November 17, 2024	623
*For statistical purposes, only professing members are counted (not baptized, affiliate, associate, or preparatory members).	

 **UNION COMBINED PARISH**

DEEPLY ROOTED



2025 IS THE YEAR OF BELONGING