

# Indiana-Kentucky Conference United Church of Christ

## 2021 Annual Report

## Presented at the 59<sup>th</sup> Annual Gathering

June 2-3, 2022



### Keynote Speaker

Rev. Dr. Deborah Krause, president of Eden Theological Seminary, St. Louis and New Testament Professor. An ordained minister of the Presbyterian Church (USA), Deborah serves the church through social justice advocacy work, teaching, preaching and scholarship. Her teaching and scholarship focus on methods of biblical interpretation and their roots in critical theory, theology, and politics. She teaches courses in the gospels, early Jewish exegesis, the Deutero-Pauline and pastoral epistles, and feminist-womanist, post-colonial, and postmodern biblical interpretation. Dr. Krause served as Academic Dean at Eden Theological Seminary from 2005-2018 and began as President in July 2020.



### Keynote Speaker

Rev. Dr. David Mellott, president of Christian Theological Seminary, Indianapolis. Theologian, teacher, administrator, and spiritual director, he is committed to supporting and nurturing Christians and Christian communities as they seek to love God, neighbor, and themselves more deeply. Reimagining theological education and spiritual formation have been the focus of his teaching and writing. He is the author of two books: *I Was and I Am Dust: Penitente Practices as a Way of Knowing and Finding Your Way in Seminary: What to Expect, How to Thrive*. He is currently completing a grant from the Henry Luce Foundation, "Current and Future Directions in Theological Education".



## 59<sup>th</sup> Annual Gathering Agenda

### Thursday, June 2

6:00 p.m.

6:00-6:50 p.m.

7:00 – 8:30 p.m.

8:30-

### Friday, June 3

7:45 a.m.

8:30 – 9:45 a.m.

9:45 – 10:00a.m.

10:00 – 10:50 p.m.

11:00 – 12:00 p.m.

12:00 – 1:15 p.m.

1:30 – 2:50 p.m.

3:00 – 3:50 p.m.

3:50-4:00 p.m.

4:00 – 5:00 p.m.

6:00-8:00 p.m.

REGISTRATION *Narthex*

HEARING—2023 & 2024 Proposed Budget *Kendall Center*

OPENING WORSHIP—Preacher: Rev. Dr. Frank Thomas, *Sanctuary*

FELLOWSHIP and ICE CREAM TRUCK *Narthex & Outside*

REGISTRATION, *Narthex*

PLENARY SESSION #1 *Sanctuary*

Break

KEYNOTE ADDRESS—Drs. David Mellott & Deborah Krause *Sanctuary*

HEARING —Anti-Racism Resolution *Hayden Hall*

LUNCH (Food Trucks or Local Restaurants)

PLENARY SESSION #2, *Hayden Hall*

WORKSHOP SESSIONS (Discernment Circles)

Anti-Racism Task Force *Hayden Hall*

Transitions Teams *Sanctuary*

Leadership Formation *Chapel*

WISE Team *Kendall Center*

Clergy Compensation Guidelines *Dick Bailey Room, Room 1*

Break

PLENARY SESSION #3, *Hayden Hall*

BANQUET CELEBRATION & Love Feast Worship *Hayden Hall*

(All times are Eastern Daylight Time)

### Rev. Dr. Frank A. Thomas, Opening Worship Preacher

Frank A. Thomas, PhD, currently serves as the Director of the PhD Program in African American Preaching and Sacred Rhetoric and the Nettie Sweeney and Hugh Th. Miller Professor of Homiletics at Christian Theological Seminary, Indianapolis, Indiana. A revised and updated version of *They Like to Never Quit Praisin' God: The Role of Celebration In Preaching* was released in August 2013. To complement this classic preaching book, Thomas published, in 2014, *Preaching as Celebration Digital Lecture Series and Workbook*. For many years, Thomas has also taught preaching to Doctoral and Masters level students at McCormick Theological Seminary in Chicago, Illinois, Memphis Theological Seminary in Memphis, Tennessee, and United Theological Seminary of Dayton, Ohio. He is the CEO of Hope For Life International, Inc., which formerly published *The African American Pulpit*. Thomas also serves as a member of the International Board of Societas Homiletica, an international society of teachers of preaching. Thomas is the author of *How to Preach a Dangerous Sermon* and *Introduction to the Practice of African American Preaching*, released by Abingdon Press respectively, February, 2018 and November 2016. He also co-edited *Preaching With Sacred Fire: An Anthology of African American Sermons 1750 to the Present* with Martha Simmons, published by W. W. Norton & Company in 2010. This critically acclaimed book offers a rare view of the unheralded role of the African American preacher in American history. Thomas is also the author of several other books on subjects from matters of prayer to spiritual maturity.



Rev. Dr. Frank Thomas

## Staff Reports

### Chad R. Abbott: Conference Minister

*“I have come that you may have life and have it abundantly” John 10:10*

Does it bring life? This has been the mooring question of 2021 in the Indiana-Kentucky Conference as we have begun to explore our future together. Based upon the text from John 10, last summer I presented to the Annual Gathering a process of visioning for the future that included 6 areas of exploration: leadership formation, transitional ministry, mental health, anti-racism, conference office location, and the hosting of general synod. Each of these areas would gather wisdom and gifts of people from within the IKC to discern together whether what we are currently living as a Conference is bringing life and to what God might be calling us forth into the future. Since this gathering last summer, a lot has risen to the surface and begun to be lived into. As part of my report, I'm happy to report briefly on the highlights.

The transitional ministry team began their work by developing a new strategy for helping churches in transition by focusing on search/call, shared ministry, and legacy ministry with a coach to help them navigate the path forward. This team designed a retreat to receive coach training and focus in on the finishing touches of the model. This new framework has already begun its piloting and implementation. The WISE Mental Health Team held a fall retreat that launched some exciting endeavors for the year ahead including more education of congregations, a focus on new partnerships, and a strategy for recruiting new team members. The Conference Office Location Team has been hard at work and will be presenting three options at our annual gathering for input and further discernment. The anti-racism taskforce have been on an inspiring track of training, developing a strategic plan, constructing a resolution to our annual meeting and hopefully General Synod, and begun designing plans for anti-racism training for clergy. As a result, this taskforce is now partnering with the IKC Board of Directors to establish a plan to do a racial justice audit of our conference systems and to offer training every two years to board members. The Leadership Formation circle has also begun their work and they are in the stages of forming a plan for lay and clergy formation strategies to pilot in the coming months.

In addition to these items of the vision, we will also be the next host to the wider church's General Synod in June/July of 2023. Our Local Arrangements Committee has already begun their work and even hosted the General Synod Program and Planning Committee for a site visit in early April of 2022. So much work is yet to be done and will begin to take shape over the remaining months of 2022. As part of this work, the Conference has also hired a new Director of Development and Generosity, Jordan Coleman, to help us raise money for General Synod hosting. In addition to raising money for Synod, Jordan is also helping us to establish a new framework for generosity and giving across the Conference as we look towards the future. You can be sure that you will be hearing from her and from our Local Arrangements Committee as they seek out donations, volunteers, and energy towards our time of hosting.

The future of the Indiana-Kentucky Conference is one that is focused upon that which brings life. Each of these groups and our new staff will continue in ongoing formation and discernment as we look to hear from the Holy Spirit as to what we are called to in the months and years ahead. It continues to be the honor and joy of my life and career to serve as your Conference Minister and put my time, energy, and passion into forming us for the decades that are ahead of us as a Conference. I know God is guiding us along this journey and I give God thanks for each of you and your leadership in making us all that we are in Indiana and Kentucky.

Submitted in Christ and Covenant,  
Rev. Dr. Chad R. Abbott, Conference Minister



Rev. Dr. Chad Abbott

### Monica Ouellette: Associate Conference Minister for Search, Call & Congregational Transitions

It continues to be a blessing to serve as your Associate Conference Minister. My responsibilities include working with congregations in times of transition. I work with congregations searching for a Transitional Pastor then a new settled Pastor, congregations interested in a shared ministry with another congregation, and congregations talking about their future and the possibility of closing their church. In the past year I have worked with forty-four congregations across our conference.

This year I have I am working on two exciting projects: Ecumenical-Connect and the IKC Transitions Team. Ecumenical-Connect (E-Connect) is a congregational transformation ministry process which involves both spiritual and structural transformation. E-Connect is about renewing your congregation by linking the gifts that God has given you with God's vision for your congregation. As part of this two-year process each congregation forms a team consisting of four lay leaders and the pastor. Each E-Connect team works with a Mentor and each pastor works with a Coach who walks with them through the process. The congregation engages with a cohort of congregations in four training events held about six months apart. If you are interested in energizing your congregation, growing spiritually, discovering your gifts and assets, action planning, and connecting with Jesus, one another and your community please contact me about this exciting opportunity.

As a result of the conference's Search and Call Discernment Circle we have created the IKC Transitions Team. The vision of the IKC Transition Team is to nourish, resource, and challenge congregations experiencing transition in hope of discovering new and revitalizing expressions of life empowering ministry. The team members have been trained in a Christian coaching model. We have formed three teams to work with congregations during times of transition: Bridge Team, Shared Ministry Team, and Legacy Team. The Bridge Team coaches congregations in preparing for and writing their local church profile. The Shared Ministry Team coaches congregations interested in sharing in ministry with another UCC congregation or a congregation in another denomination. The Legacy Team coaches congregations having conversations on the possibility of closing their church and become a Legacy Congregation. I am really excited about the work of these ministry teams.

This year I have spent much of my time in Zoom meetings, Zoom conferences, educational workshops, a few in-person meetings, staff retreats, and Association meetings with pastors, colleagues, search committees, church councils, conference staff and many other groups. I am excited by the ministry and events happening across the Indiana Kentucky Conference.

Respectfully,  
Rev. Dr. Monica J. Ouellette



Rev. Dr. Monica Ouellette

**United Church of Christ General Synod 34**  
Coming to Indianapolis, Indiana  
June 30—July 4, 2023



## Staff Reports

### Toni Hawkins: Associate Conference Minister for Leadership Formation & Discernment

2021 was the year of community building, collaborations, and support. The work of the ACM for Leadership Formation and Discernment is 100% virtual. While our focus is COMs, MIDs and individuals in ecumenical partners in discernment, collaborations with groups, and organizations, offering 1-on-1 consultations, and providing training in clergy boundaries and transitional ministry improves our outcomes. It is through the power of collaborations that our COMs and MIDs receive the greatest benefit. Beyond working with COMs and MIDS, our work expanded to include support to Communities of Practice Facilitators, facilitation of the new Leadership Formation Discernment Circle, and resourcing the Anti-Racism Task Force.

Our strategic partnerships have included working with the Lexington Theological Seminary in offering UCC Polity courses, working with Eden Seminary on the MID Marks Assessment Pilot, and with MESA on various projects such as the testing of the new Ministerial Profile, and the UCC Polity Teachers Network.

Our conference had the most MIDs active in the National MIDs Marks Assessment Pilot. Also, a substantial number of MIDs have successfully completed the ministerial authorization process. This was the year of growth in our MIDs and collaborations through the COMCast. COMCast has been instrumental in community building, collaboration, and covenant. Speaking of COMs, half of our COMs have extended their expertise and support across associations and even conferences. We look forward to the already new and exciting opportunities that have presented themselves. Thank you to the MIDs, COMs, COMCast, and the members of the Leadership Discernment Circle for an outstanding year. The best is yet to come!

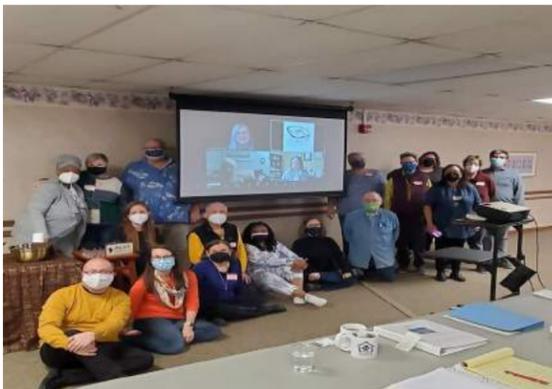


Rev. Dr. Toni Hawkins

Rev. Dr. Altonette "Toni" Hawkins, Associate Conference Minister

### Merlyn Lawrence: Coordinator of Clergy Communities of Practice

Even before the onset of the pandemic, the IKC was concerned about the mental health and well-being of clergy. The toll of the COVID 19 pandemic was especially hard on clergy, who prior to the pandemic were already stressed, anxious and depressed bearing the strains of ministry. Clergy had to adapt quickly to the closing of church buildings, learn new technology to be able to continue to be connected to their congregants. The pandemic highlighted huge economic disparities in our various communities and exposed the ills of racism, xenophobia, among other ills. Clergy were frazzled, emotionally worn out, and overwhelmed. The impact of the pandemic was felt in every aspect of their lives: emotionally, physically, socially, relationally, and had a huge impact on clergy self esteem and family relations. Clergy felt isolated and out of control.



To this end, the IKC developed the Clergy Community of Practice Program which is now in its second program year. During our first year of programming (2021), 5 CCOP groups consisting of 5 clergy each and led by trained facilitators, gathered to meet on a monthly basis via Zoom. Clergy participants in the CCOP program reported that they have found immense support through these CCOP groups, members holding each other accountable to practice self care, to take time out and support each other in their ministries.

So it was with immense joy that these groups, along with their facilitators and incoming new facilitators gathered to celebrate their togetherness in-person at a CCOP Retreat at the Benedict Inn in Indianapolis in February 2022. The Retreat was the first time that IKC clergy have gathered in-person after two years of pandemic lockdown. We were also able to provide a zoom option for those unable to travel to the retreat. The CCOP was well received and for weeks clergy basked in the glow of the retreat.

Recruitment of new participants began in earnest around November 2021. We now have 7 CCOP groups functioning in the IKC.

The work continues with me fielding challenges and ensuring the smooth running of the program. On a monthly basis I facilitate a meeting the facilitators to process how things are going within their groups.

Participation in a CCOP group benefits not only the pastor themselves, but also the congregation and the communities served, their ministries and families. Through the CCOP program pastors develop long lasting friendships, gain new perspectives, find a renewed sense of calling as pastors collaborate with each other.

In addition, I serve on the National UCC COMPASS Steering Committee providing information, education, training and support to Coordinators of CCOP Programs in the UCC.

I am blessed to serve as the Coordinator of this very vital, life giving program in service of our IKC Clergy, Members in Discernment and Lay and Clergy Participants of the Racial Justice COP.

Respectfully Submitted,

Rev. Merlyn Lawrence, CCOP Coordinator

#### CCOP groups continuing into their second year include

- SE Association 1 Led by Rev. Kathi Elliot
- Women's Group Led by Rev. Karen Fraser Moore
- SE Association 2 Led by Rev. Tom Miller

#### NEW CCOP Groups in 2022

- Men's Group Led by Rev. Paul Fraser
- Clergy Women' Led by Rev. Pam Lee Miller
- Members in Discernment Led by Rev. John Gardner
- Racial Justice Led by Rev. Teresa Walton O'Bannon



**Strengthen the Church 2022**  
As God calls our congregations to be the church in new ways, your generosity will plant new churches, awaken new ideas in existing churches and develop the spiritual life in our youth and young adults. Most congregations will receive the STC offering on Pentecost Sunday, June 5, 2022.

### Merom Camp and Retreat Center

The 2022 Merom Summer Camp Brochure is now available on the Merom website: [www.merom.org](http://www.merom.org)



## Staff, Board & Ministry Team Reports

### Sheronda Moore: Mental Health Educator

WISE stands for Welcoming, Inclusive, Supportive, Engaged. The United Church of Christ, the Mental Health Network, and The WISE team are intentional about creating inclusive places of worship that embodies mutual respect for all people, including those living with mental health challenges, substance use disorders, neuro-developmental differences, brain disorders, and their families. The objective of the WISE process and the WISE team is to encourage and facilitate congregations in becoming more welcoming of those living with mental health challenges and expand this inclusion and support to all of those who are affected by mental health conditions. In our visioning during our fall retreat last year, we reflected on what has “gone right” completed visioning around partnerships that can be extensions of the WISE mission for support of the work that the conference is doing around mental health.

This past spring marked the WISE Team Partnership with Seven Counties Services/ Bellewood & Brooklawn and Molo Village. The current partnership, however, has a much newer and pressing story. Molo (meaning welcome in South African dialect) seeks to meet the needs of the Russell neighborhood in Louisville, KY through a variety of villages or programs across the life span and needs of the neighbors of the church in a historically black neighborhood.

SCS is a community mental health provider in Louisville and the seven county surrounding areas and as such it seeks to provide the services needed for families, children, and communities to be healthy. Molo Village, SCS/B&B are continuing to work together to provide for the needs of the Russell community to ensure that it reaches the CHHSM goal of a Just World for all.

The IKC WISE team is also working to not only continue to assist with funding this work, but also investigating opportunities for SCS/B&B and Molo to offer their expertise back to the IKC. Investigations involving offering mental health first aid, QPR (Question, Persuade, Refer) and other evidence-based trainings to clergy and other leaders within the IKC are in planning stages.

Additionally, the WISE team was able to have two team members participate in Mental Health First Aid training and will plan to have more members go through this process in the upcoming year.

Partnerships were explored further with the Heartland Inclusion Team in the Heartland Conference with leadership attending from the WISE Team IKC and also Heartland Inclusion attending WISE Team meetings with collaborative efforts to learn and grow from the activities and experiences. These meetings allowed for educational conversation regarding being a WISE conference and also the A2A process. This collaborative effort was very fruitful and inspiring with plans to carry this forward in the future.

The WISE Team is currently turning its focus on increasing membership in the WISE Team, continuing ways to support congregations through the WISE process, and exploration of sustainable WISE practices within the conference.

*Sheronda Moore MSOT, OTR/L, LMHCA*



*Ms. Sheronda Moore*

### Board of Directors

2021 was a year full to the brim of the many ways the IKC is living our mission “To live in covenant equipping and connecting local ministries to love and serve like Jesus”. As I reflect on the many ways we have loved and served, I am filled with gratitude for the committed staff, board, volunteers, and churches that make our life together possible. I am also filled with hope about the future of how we, together, can make a loving difference in the world around us.

Throughout 2021, the conference minister and staff with the Board gave reflective time to articulating a vision of what we hope the future will be for the IKC. We established the following as our Vision:

*“Together, we equip churches for health, growth, and transformation through collective wisdom to live into a culture of abundance rooted in God’s grand redemptive work in the world.”*

Together, we are making progress with your collective gifts and wisdom. Our Transitional Ministries Team was formed, discerned a path forward and now in 2022 are beginning to implement their plans. Our Leadership Development priority is being advanced through an ecumenical grant. Our Conflict Resolution Team completed their training and are ready to aid churches and clergy with hard situations. Our Anti-Racism Team completed intensive training and developed a plan for the IKC to continue dismantling systemic racism. Our Wise Team was part of the decision to hire a Mental Health Educator and a Communities of Practice Coordinator. Our Disaster Relief and Preparedness Team responded to the need our neighbors in Kentucky when struck with devastating tornadoes. Our Sri Lanka Just Peace team continued their multiple decades of support for our partners in Sri Lanka. Our Young Ambassador program planned and discerned how best to manage a long awaited and unfortunately postponed trip to connect with our Westphalia German partners. These, and others, are stories to tell and celebrate as together, we love and serve like Jesus.

Additionally, together, the IKC Board celebrated and began planning for the IKC to host the 2023 General Synod of the UCC. A local arrangements team has been formed and begun their work. The IKC Board also hired Sheronda Moore, Merlyn Lawrence, and Jordan Coleman to serve on either a part-time or half-time basis. Sheronda is our Mental Health Coordinator, Merlyn is our Communities of Practice Coordinator, and Jordan is our Director of Development and Generosity.

Also, the IKC Board has restructured our reserve funds such that we can begin a robust grant program and support the many ministries of our local churches and members for Spiritual Formation and Anti-Racism work in addition to the many other ways we can support local ministries with grants and loans.

As President of the Conference and Chair of the Board of Directors, I offer deep gratitude for the many gifts you bring into our connected community and demonstrating the many ways we can abundantly love and serve like Jesus. It is an honor and privilege to serve the IKC.

*Jill M. Olinger, Ph. D.*

*President, IKC*

*Chair, IKC Board of Directors*



*Jill Olinger, Ph. D.*

### IKC Justice and Witness—Anti-Racism Task Force

The IKC Justice and Witness Ministries Anti-Racism Task Force (“ARTF”) was initiated by the Resolution to Dismantle Systemic Racism that was adopted by vote at the 57th Annual Gathering of the IKC. An amendment to the resolution was introduced and adopted during the meeting to require anti-racism training for local clergy and members-in-discernment (MIDs) to achieve and maintain ministerial standing. The primary objective of the task force is to provide the Conference staff and Board a plan to dismantle systems of white supremacy within us, within our local churches, and in the world. This submitted report for the 59th Annual Gathering offers an update on the task force progress to date.

#### ARTF Objectives and Status Report

##### Objectives

The following task force objectives were interpreted from the Resolution and agreed upon by the task force members.

- Provide opportunities to examine implicit and explicit racism and institutional structures
- Adopt requirement of anti-racism training for ministerial standing
- Create an Anti-Racism Task Force to study and understand structures that promote systemic racism
- Develop Action Plan to present to the IKC Board for implementation
- Assist the IKC Board and Staff with Action Plan implementation

*Continued on Page 5*

## Ministry Team Reports

### IKC Justice and Witness—Anti-Racism Task Force—Continued

- Organize discussions and workshops at Association and Conference gatherings
- Create a Resolution to General Synod 2023 to study and support reparations for decedents of American Chattel Slavery

#### Accomplishments

- Completed anti-racism training facilitated by Nurturing Justice, Inc.
- Prepared a statement in support of Voting Rights that was distributed to the IKC
- Finalized Rev. Sheena Hunter Social Justice Award criteria
- Created a Racial Justice Community of Practice
- Submitted a Resolution to Annual Gathering to study and support reparations for African Americans
- Presented our work in Spring 2022 Association Meetings, where invited, including: Southeast, Northeast, Northwest, and Lincolnland

#### Work In Progress

- Presenting a 60-minute workshop at the 59th Annual Gathering
- Supporting our Resolution to Study Reparations to pass Annual Gathering and, if passed, matching language to UCC Synod Standing Rules and submitting to GS 2023
- Drafting anti-racism training framework for COMs, Associations, and clergy. May require a training solution for lay persons serving COMs and Search Committees
- Preparing an action plan for IKC Board and Staff to complete a systems audit with IKC systems, structures, practices, and policies
- Attending IKC meetings, when applicable, including Association Presidents meetings, COMCast meetings, IKC Board meetings

#### Future Work to Be Completed

- Adopt a requirement of anti-racism training for ministerial standing in Associations
- Offer anti-racism training for clergy and MIDs in alignment with ministerial standing requirement
- Offer anti-racism training for non-clergy cohort groups:
- Committees on Ministry
- Pastoral search committees
- Congregations
- Submit Resolution to study reparations to General Synod, on behalf of IKC
- Prepare rapid-response statements to local and national events around racial justice; circulate in IKC and submit for publication
- Partner with IKC Board and Staff to implement action plan

#### Conclusion

We extend our thanks to Rev. Kris Watson of Nurturing Justice, Inc. for the continued guidance and support. We extend our thanks to Rev. Dr. Chad Abbott and the IKC Board and Staff, including IKC Board Chair, Jill Olinger, for continued guidance and support. We thank the IKC Board Business Committee for its partnership and guidance in preparing a Resolution for Annual Gathering. We thank Rev. Dr. Toni Hawkins for the open invitation to learn from COM Chairs as we prepare anti-racism training for different cohort groups. We acknowledge the difficult work of internal transformation that accompanies the task force on our work, and we respond to our call to anti-racism in the ministry of Jesus Christ.

Respectfully submitted,

*Rev. Dena Holland-Neal and Adam Hayden*

*ARTF co-chairs*

#### ARTF Active Roster

Rev. Dena Holland-Neal (co-chair)

Adam Hayden (co-chair)

Karen Walker

Kim Armstrong

Rev. Dave Marshall

Rev. Dr. Timothy Murphy

Rev. Jessica Petersen-Mutai

Rev. John Gantt

Rev. John Jackson

Rev. Teresa Walton O'Bannon

Rev. Merlyn Lawrence

#### ARTF emeritus members & consultants

Rev. Dr. Chad Abbott

Rev. Dr. Toni Hawkins

Rev. Izzy Harbin

Rev. Kris Watson

Luke Anderson

### Disaster Preparedness & Response Ministry Team

The Disaster Preparedness and Response Ministry Team (DPRMT) has met virtually numerous times this past year to discuss training, preparedness, and work camp opportunities. As of Mar. 31, 2022, the Disaster Preparedness Fund was \$9,612.78 and thanks to generous donors the Kentucky Tornadoes 2021 Fund was \$107,608.08.

The DPRMT provided team member, as well as church and congregant training opportunities. We have updated our virtual/digital visibility through Facebook and the IKC Disaster Preparedness webpage. Members of the DPRMT continue to be active in local, state, and national disaster resource organizations

The IKC Disaster Plan was updated and several COVID documents were created to safely facilitate work camp deployment. The IKC Security Plan for Faith-Based Events and Houses of Worship against Domestic Violence and Terrorist Attacks is in process and expected to be completed in 2022.

Several major storms in eastern and western Kentucky the past 12 months have provided the DPRMT opportunities to be engaged in recovery efforts. The CWS Emergency Clean-up Buckets project was initiated Jan. 2022. A total of \$19,000 in UCC recovery grants were provided to eastern Kentucky counties to assist in the flood recovery. Another grant for \$7,000 is in process.

We are currently focusing on western Kentucky to help 16 counties recover from Dec. 2021 tornado outbreak. Multiple UCC grants to assist the development of Long-Term Recovery Groups are in process. A one-week work camp was completed in Dawson Springs, KY in March 2022. Additional work camps are being organized for May and June. The plan is to have work camps continue through Oct. 2022 and then start back up in March 2023.

The goal for this year is to develop a larger DPRMT representation throughout Indiana and Kentucky, as well as expand the local church disaster coordinator base. Also, once the IKC Security Plan for Faith-Based Events and Houses of Worship against Domestic Violence and Terrorist Attacks is completed a template and other resources will be available for IKC churches to develop their own personalized plan.

Respectfully submitted,

*Rev. Gregory J. Denk, IKC Disaster Coordinator, IKC DPRMT Director*

## Agency Reports

### Merom Camp and Retreat Center

I hope everyone is able to manage life through the pandemic. For Merom, we aren't fully up and running since we still have groups that cancel due to illnesses. It is with great optimism that we will be able to have parents and congregations willing to send campers and volunteers this summer.

As I look over the "pandemic era" it has been a time to adapt and a time to confirm our purpose of existing. As always we have to follow the state guidelines for youth camps and cleaning procedures with the Center for Disease Control and our local health department. We did add sanitizing options for our 2021 summer camps and have kept those options available for everyone.

**2020** saw Zoom camps – some were done really well – we had "camp boxes" with snacks, crafts, t-shirts and Bible studies for each camp session. While we were able to host a few weddings and did a few tours, on-site was very quiet most of the year and we are grateful for all the volunteers willing to try and do Zoom events – and for the work groups that came on-site to help with maintenance and lawn care.

The cupola walkway was also repaired after battling water coming in through the walkway. We'd hoped roofing College Hall would fix everything – unfortunately, it needed more work after that. With the challenges of COVID-19 exposure, the project took more than 2 months with delays in getting materials and labor availability instead of the 3 weeks that were planned. At long last, the walkway is now re-done with the anticipation that it is a 100-year fix. We are hoping to have volunteers to help with the internal plaster repairs from water damage. One of our volunteer groups is through the Wabash Valley Corrections which has work groups available for non-profit organizations. This group has done a variety of tasks from outside tree trimming and cutting to plaster repairs to refinishing floors. Other volunteer groups include congregations that come for a work week, weekend or day.

**2021** we had limitations on the numbers of people allowed to be together and through the support of volunteers we did hold summer camp. Once summer camp sessions concluded we did have some fall events. While our school groups were able to attend their outdoor education programs, they weren't allowed to do overnights so we adapted their programs. We are grateful people are willing to get together in our camp setting.

2021 was our "water year". If it involved water, it probably needed to be replaced. We replaced water heaters, repaired the kitchen walk-in freezer (twice), the reach-in refrigerator (twice), a few frozen water lines and a variety of commode seals and flush valves. We also replaced a chapel furnace, repaired the geothermal system in College Hall and a repaired furnace in a retreat house. We hoped that we were done with all of that and found we need to replace a washer and water heater this year.

2021 also saw Linda's retirement as our bookkeeper/camp registrar. I am grateful for the years she worked with us and am pleased that she's still willing to volunteer for some of her most-loved projects.

Since our funding from groups has gone down we have been using staff and volunteers to mow the lawn. We have about 30 acres on the main site and additional acreage on the west property with the retreat houses. We are grateful for all of the volunteers that have come for a morning, afternoon, full day or weekend to help out. We are blessed with people who have fond memories of their time at camp.

**2022 Kentuckiana Association** took on the challenge of raising money for the pool. We have repairs to do, chemicals and pool lights to buy plus our regular upkeep do so it can be up and running for summer. This is a \$30,000 challenge.

This year also included a **Wabash Valley Association** work day that had churches from other associations join in. We had over 50 people on-site for the first time since 2019! As people took on project assignments they were spread all around the grounds and in the buildings – when people came to the dining hall for lunch is when they saw how many people were around! We had perfect weather and it was good to have so many people willing to take on projects from raking leaves to mucking the pool (in anticipation of summer) to repairing window frames! While not everything was finished that day, we had other groups following them that were able to complete some of the tasks and are working on others.

Technology has not been our friend this year. It has been a struggle to get our email and website working at the same time. With Go Daddy hosting our website and email and Network Solutions holding our domain name, the updates that Go Daddy did this spring knocked their connections apart. There was some kind of conversion from webmail to office 365 that was done and we learned that some emails went to the old system instead of the new format. Once that was working, the website connection was lost – which is a nuisance since we are trying to have on-line registrations. After weeks of phone calls to both providers, I hope everything is fixed and stays up and running.

We now have 3 picnic tables and over 20 benches on-site from the plastic caps and funds that have been provided. We have slowed down on collecting caps while we wait for funding to make more benches. We have memorial and celebration benches at the pool, the worship center and the gathering areas.

I am grateful for the prayers, volunteers and donations from the IKC congregations and conference supporting our camping ministry.

*Susan Larson, Executive Director*

### United Ministries in Higher Education in the Terre Haute Area

This ecumenical Campus Ministry is the last remaining ICUMHE ministry. We continue to represent the original ICUMHE denominations on our Board of Directors and in the students and congregations we serve in the Terre Haute area. The Indiana Commission for United Ministries in Higher Education (ICUMHE) was formed over 50 years ago through a covenantal agreement among the Christian Church (Disciples of Christ) Indiana Region; United Methodist Church, North and South Conferences; the Presbyterian Church, USA, Synod of Lincoln Trails; and the United Church of Christ, Indiana-Kentucky Conference. It officially dissolved as a governing body but the Terre Haute ministry remains as a thriving ecumenical ministry, representing those denominations plus the Diocese of Indianapolis, Episcopal Church, to the four campuses in the Terre Haute area. This campus ministry continues to reach out to provide a wide variety of Christian programming to both students and staff, offers the personal one-to-one touch of an ordained pastor to students, staff and faculty in crises, and provides a number of ways students can serve others through outreach projects both on and off campus.

Our campus minister, an ordained Presbyterian pastor, organizes programs that are responsive to current and emerging issues facing students such as justice, war, responsibility to the environment, and interfaith as well as racial and gender issues, to name a few. University administrators look to the Campus Minister, because of her continuous and unbiased leadership, for guidance on sensitive student issues. The students and volunteer Board members participate in local volunteer activities with agencies such as Habitat, CROP, local food banks, etc.

In Terre Haute, campus minister Dawn Black has organized with other ministerial groups to help students wrestle with the hard issues that face students today. She also recognized that some students are so financially strapped that they do not eat regularly or well and so about 7 years ago the Terre Haute ministry started a student food pantry which is open to college students in the Terre Haute community from the campuses of Indiana State University, St.Mary-of-the Woods College, Rose-Hulman Institute of Technology, and IVYTech Community College. International as well as domestic students participate in this five days a week. During the COVID-19 pandemic, when campuses shut down or went online only, this food pantry continued to operate with online ordering and curbside pickup and never missed a week of supplying food to hungry students. We received several local organization grants to help stock the pantry as well as assist students who had emergency needs due to the pandemic. A big challenge for this ministry continues to be dealing with an aging building and over the last 5 years, through grant writing to several agencies, we have been able to tackle several of these needs but there continues to be constant maintenance issues. We are



## Agency Reports

### United Campus Ministries in Terre Haute—Continued

waiting to hear from the national organization if we can be designated as an Historic Landmark, hoping that will open up the possibility of some grants. Over the last 7 years, through grants, and denominational support, this ministry has raised the money to update the HVAC, re-roof the building, install and repair the street facing windows, remodel the kitchen and primary meeting space, install and stock a Student Food Pantry including freezer and refrigerators for perishable items, carpet the lounge, install a coffee/snack bar, and replace aging window treatment in the chapel and the main meeting space, all these costing in the neighborhood of \$150,000! The Board worked hard on 2 major fund raisers which, again due to the Pandemic, either were cancelled or became virtual; there were letter writing campaigns, and a newsletter as well as the successful grants mentioned above for the building as well as some program funding. For a “part time” ministry, this ministry’s calendar is jammed with activities, services and outreach, even during this past, highly unusual, year of global pandemic.

It is our sincere appreciation for, and hope that, the Christian Church (Disciples of Christ) in Indiana and the United Church of Christ/Indiana-Kentucky Conference will continue, through budgeting and the UCC endowment earmarked for campus ministry, to see ministry on the public higher education campuses of Indiana as a critical and vital part of its own ministry and ecumenical commitment. This is more important now than ever as campuses struggle to re-open and serve during the next phase of the pandemic. Thank you sincerely for all your support.

—Betsy N. Hine, Chair, UCM Board of Directors

### Crossroad Child & Family Services

#### Greetings & Thanks to our United Church of Christ family of the Indiana-Kentucky Conference!

**Founded in 1883**, by one of the predecessor denominations to the United Church of Christ, we are proud to have a covenantal relationship with the Indiana-Kentucky Conference and the Council for Health and Human Service Ministries (CHHSM). You are our family! We have served tens of thousands of children with your help, and would not have the resources to do this work without your help! Today, we serve children with very complicated emotional and mental health issues. On any given day, we are serving about 250 children. We served about to 500 children during this past year.



**Children** who are residents on our campus are as young as age six. They have very challenging diagnoses most often as a result of physical, sexual (including trafficking) abuse and neglect. Many are not just emotionally troubled. They may also be mentally retarded/developmentally disabled, autistic, medically fragile, or they may be impacted by brain trauma. Nearly half of children in our residential services are also diagnosed with a physical disability of some kind. Many are also impacted by families with opioid addictions. We serve children in residential, outpatient, day-education and community services. Our mission has led us to accept children other treatment providers will not work with, but, our outcomes are as good as - or better than - the benchmark with those we measure against. We are not just claiming we help kids, we are proving it!

2021 was another year of change for Crossroad Child & Family Service.

- The year began with the installation of our new CEO, David Mullins on January 6! David is a Diakonal Minister, consecrated as part of the Nollau Leadership program of CHHSM: the Council for Health and Human Service Ministries of the United Church of Christ. David had been our Chief Operating Officer since 2009.
- We began the training for our new treatment model! The CARE (Children and Residential Experiences) treatment model is a highly research model written by Cornell University. The CARE model is a principle-based program model that provides organizations a framework for practice based on a valid theory of how children develop.
- Our school, Crossroad Academy, opened a Makerspace including a podcast studio, a silk-screen printer, a 3-D printer, and a poster maker, with more to come. As a New Tech Academy School we are providing a formal project-based learning culture and structure for children who live on our campus, or students who live in the community and attend our alternative (day) education program.
- During the continuing pandemic, we continued to do all we could to keep our staff and our clients safe and have complied with the mandate to have all staff vaccinated or have an approved exemption.
- Thank you for keeping our mission as one of your priorities! Thank you for your prayers and your gifts to help fulfill financial needs for the work we do. Thank you for caring about the Crossroad children and families. Together, we do life-changing work! **Together, we Create Promising Futures for Children!**



We would love to send you a video mission moment or worship with you in person to thank you for being in mission with us. We have special project and work-camp opportunities for youth and adult groups on our campus. If you would like to receive our newsletter to churches, please email or call Kyle (below).

You can learn more about how you can help at:

[www.crossroad-fwch.org](http://www.crossroad-fwch.org) or [www.facebook.com/crossroad.cares](https://www.facebook.com/crossroad.cares)

Kyle Zanker, Chief Development Officer: [kzanker@crossroad-fwch.org](mailto:kzanker@crossroad-fwch.org) 260.484.4153 x 2090

2022 Merom Summer Camp Links	
All Ages Camp	<a href="https://docs.google.com/forms/d/1hSEhrCtUyx2MFHAivgofUVIfGXnupj4bJ3FEzQbXOmQ/edit..">https://docs.google.com/forms/d/1hSEhrCtUyx2MFHAivgofUVIfGXnupj4bJ3FEzQbXOmQ/edit..</a>
Backstage Pass/ Creative Spirit Camp	<a href="https://docs.google.com/forms/d/1VFdRjbxmeuBA-txtRJQXSnR6kUMaf9ojVLr1q-7MNCk/edit#responses">https://docs.google.com/forms/d/1VFdRjbxmeuBA-txtRJQXSnR6kUMaf9ojVLr1q-7MNCk/edit#responses</a>
Faith Journeys Camp	<a href="https://docs.google.com/forms/d/1D8-wzrx6DquCmoGMTjoWQQjQW8NitJkLGzWqTk4LhcM/edit">https://docs.google.com/forms/d/1D8-wzrx6DquCmoGMTjoWQQjQW8NitJkLGzWqTk4LhcM/edit</a>
Just You & Me, Kid Camp	<a href="https://docs.google.com/forms/d/1qArzBmyuJ6lhbK72ww_duPTFDekr_iavi8NbeZhGJmk/edit">https://docs.google.com/forms/d/1qArzBmyuJ6lhbK72ww_duPTFDekr_iavi8NbeZhGJmk/edit</a>
Pathfinders (formerly Gatting Started) Camp	<a href="https://docs.google.com/forms/d/1tgLS_ksr84eYiv4rY_LmGhJaSraboIGFyVH5x2t4_9w/edit#responses">https://docs.google.com/forms/d/1tgLS_ksr84eYiv4rY_LmGhJaSraboIGFyVH5x2t4_9w/edit#responses</a>
Tri Level Camp	<a href="https://docs.google.com/forms/d/1uWSksmS6dXR5RBU5IxN4a9rP7gCwtLmOjyWBahOuE7U/edit#responses">https://docs.google.com/forms/d/1uWSksmS6dXR5RBU5IxN4a9rP7gCwtLmOjyWBahOuE7U/edit#responses</a>
Alumni Camps	<a href="https://docs.google.com/forms/d/1S2wNpKm1ru1lzHUGhSbBEqUm1EjyIbf8GVI-t-GPPnU/edit#responses">https://docs.google.com/forms/d/1S2wNpKm1ru1lzHUGhSbBEqUm1EjyIbf8GVI-t-GPPnU/edit#responses</a>

## Agency Reports

### Emmaus Homes

Many people with developmental disabilities find it hard to live independently. At Emmaus, we provide services and support so they can live like you and me.

Who we serve: 190 adults ages 18 to the end of life with developmental disabilities

Where we serve: St. Louis, MO region

**Supported Living Program:** Three or four people with developmental disabilities share a home and receive support from trained professionals to live their daily lives. Emmaus provides individualized services to each person, with as much or as little help as needed. Staff do not live in the clients' home but work around the clock in shifts.

*As Brad is watching TV, he finds himself growing bored... slowly looking at the clock more often. As the sound from the TV runs in the background, the tiredness in his eyes intensifies. The noise from the TV is interrupted by the sound of the front door swinging open. In comes Joe to start his shift as a Direct Support Professional. Excited, Brad turns off the TV and jumps off the couch to say hello. Once settled in, Joe gets out a painting canvas along with some paintbrushes. The tired look on Brad's face fades as he now focuses on his artwork.*

**Shared Living Program:** Very similar to above, but one or two people with a developmental disability live with a family or individual and receive support. They become an integral part of the household/family.

*Cassi felt like no one understood her. There was always someone new coming into her house to support her. And now, the home where she lived was going to close because there weren't enough staff to help her and her housemates. She felt scared and worried and knew her parents worried too. Then Tessa, the one staff with whom Cassi really connected, decided Cassi could come live with her in something called a "host home." Today, Cassi is so excited to get to be with Tessa all the time and is like part of her family.*

**Spiritual Care:** As a ministry of the UCC, Emmaus support the whole person, including spiritual well-being. Emmaus offers support to attend services in the community. We host accessible bible studies and chaplain visits, and we offer end-of-life care. Participation is entirely voluntary.

*Janice held onto Pastor Andrea's arm just a little tighter as they neared the door to the church on a sunny Sunday morning. Janice had been waiting for this day for a few months now but she was still nervous.*

*She and Pastor Andrea had visited with the pastor last month. They had gone into the church when it was empty and figured out a good place in the sanctuary for her to sit. Pastor Andrea had even helped the congregation understand that Janice didn't communicate verbally, but that she was excited to be in their midst. Janice took a deep breath, opened the door, and felt her soul at peace as she entered the sacred space.*



### MOLO Village CDC

**MISSION**

MOLO's mission is to transform, empower, and renew the lives of those who we serve through education, community service, advocacy, and healthy living.

**VISION**

MOLO's vision is to support the growth of healthy, engaged and productive residents prepared to take their families and their neighborhood on a path to prosperity.

**MOLO'S STRUCTURE**

"MOLO" means "welcome" in Xhosa (a South African dialect); at MOLO Village, everyone is welcome to add their own contributions since "it takes a village." MOLO's inclusive village consists of five "hamlets," (or programmatic areas) each with a unique focus that grows a community of healthy, engaged and productive residents preparing to take their families and their neighborhood on a path to prosperity.

**THE VILLAGE AT WEST JEFFERSON**

The Village @ West Jefferson is a new 30,000 SF mixed-use commercial development in the historic Russell neighborhood of Louisville Kentucky which opened July 2021. The development hosts tenants who bring vital services and amenities to the underserved neighborhood. The tenants include:

- Tha Drippin' Crab
- Park Community Credit Union
- OVEC(Ohio Valley Education Cooperative)
- The Bridge
- Leverage Lease
- LMHA, Choice Neighborhoods Dept.
- Norton Health Care Institute for Health Equity
- Molo Village CDC
- Sponsor 4 Success/LIBA
- AMPED Russell Business Incubator

## Ministry Teams & Agency Reports

### Women of Indiana/Kentucky Conference are... **“Rooted, Reaching and Reforming”**

We are **“Rooted”** in faith, in scripture, in mission- nurturing with traditional arts of caring for the grieving, the sick and the lonely. We are rooted in extravagant hospitality; pulling our congregations together for meals and celebrations.

We, the women of the Indiana Kentucky Conference, are **“Reaching”** out in welcome to all, where ever you might be on life’s journey to join the fellowship of our shared ministries. We are reaching out in love and encouragement to sisters and brothers in Nigeria through Sarah Maigari’s mission. We are reaching out to take on ever more roles of leadership.

We are **“Reforming”**, re-thinking and reinventing ourselves as the body of Christ needs to meet the challenges of living out our faith. This creative reforming was especially important during the pandemic and as we come out from under its restrictions.

The Women of Indiana/Kentucky were forced like so many programs to take a covid hiatus, but now we are calling on everyone to look to the future and brainstorm. Please contact me. Let me know what you did during the pandemic and what you would like to be a part of as we move forward. We would like to have some form of retreat this year!

Your sister in Christ,

*Gayle Morley Jahn*

812 449-2932

[morley@psci.net](mailto:morley@psci.net)

522 Clay St.

Carrollton, KY 41008



### Nominating Committee of the Indiana-Kentucky Conference UCC

The Nominations Committee consisted of 7 members: Kim Armstrong (Chair), Rev. Jonathan Basile, Brian Fillingim, Rev. Izzy Harbin, Elaine Jordan, Janet Manzo, and Christen Miller. Our Conference Minister, Rev. Chad Abbott joined our meetings as well.

The committee met 3 times in 2022.

In February of 2022, a call for nominations for the IKC Board of Directors (BOD) and the 2023 General Synod (GS) Delegates went out to the Conference Associations and local churches.

For the BOD, we received 3 nominations for 2 spaces to fill (1 at-large and 1 Secretary position). For the GS Delegates, we received 6 nominations for 9 spaces to fill. A plan was made to ask 3 more people if they would be willing to serve as GS 2023, 2025 Delegates.

The committee will recommend both slates to the IKC BOD at their May 2022 Board meeting, and then at the 2022 Annual Gathering for approval.

Respectfully Submitted,

*Kim Armstrong, IKC Board of Directors Vice Chair*

*Slate of Nominees on Page 10*

### Hoyleton Youth and Family Services

*Hoyleton’s mission thrived in 2021. We served close to 4,000 clients through our various programs and helped 78 children find permanent homes through adoption. Hoyleton revenue grew 20% from the previous year with growth attributed to our willingness to embrace new innovative ways to better serve the needs of our community.*



We are proud to share that Hoyleton is an officially certified CARE agency. The CARE model, with roots at Cornell University is a comprehensive principle-based, trauma-informed program model that provides a framework to keep relationships at the center of everything we do. The principles applied through CARE assisted Hoyleton in completing 100% of our family visits during COVID. We were recognized as the only agency in Illinois to achieve this goal. A recent fidelity review indicated staff morale at Hoyleton is higher now than it was pre-COVID as a result of our commitment to the CARE model. Hoyleton is the only agency in the Midwest to have this certification.

#### Areas of Care



#### **Therapeutic Residential Care – 57 PEOPLE SERVED**

Safe, secure environments where young people can receive trauma focused treatment. Promotes healing for youth ages 9 – 21 who are severely emotionally disturbed and have intellectual disabilities.



#### **Foster and Adoptive Care – 378 PEOPLE SERVED**

Connecting and training foster and adoptive parents with youth in need of their forever home. Promotes Foster Care and Adoption, Specialized Foster Care and Therapeutic Foster Care.



#### **Emerging Adult Care – 81 PEOPLE SERVED**

Life Skills programs for youth ages 17 – 21 that lead them to independent living. Programs such as Transitional Living Programs, New Life Parenting Program, Independent Living Program and LifeSet provide the skills and tools necessary for these youth to succeed.



#### **In-Community Care – 1839 PEOPLE SERVED**

Specialized programs for Substance Abuse and Teen Pregnancy Prevention, Healing and Loving Oneself (HALO) Program, Network of Voice against Trafficking and Exploitation, and Project Safe Neighborhood are a few of the programs.



#### **Puentes de Esperanza – 691 PEOPLE SERVED**

A trusted resource for Spanish speaking residents. Puentes provides an Immigrant Family Resource Program, Latinx Special Services, Community Outreach and a one stop human services center at the Fairmont City Welcome Center.



#### **FORWARD Counseling Care – 732 PEOPLE SERVED**

Includes Outpatient Counseling, School-based Partnerships, Violence Prevention Program, Mental Health First Aid, Trauma Focused Cognitive-Behavioral Therapy, Child Parent Psychotherapy and the Nurturing Parenting Program, to name a few.

*Alice Drobisch, Director of Philanthropy*

## Board & Agency Reports

### United Church Homes

In 2021, United Church Homes continued its mission to improve the lives of older adults in its nearly 80 communities in 14 states and two Native American nations, by focusing on growth, leveraging partnerships and expanding its reach through unique technology and engagement opportunities.

We kicked off the year solidifying a partnership with CVS/Omnicare to administer vaccines to all our communities to help keep our residents and staff protected.

UCH continued its efforts to support staff through the leadership program, Amplify, as well as professional development, continuing education and learning opportunities for staff and students through relationships with Heidelberg University and Tougaloo College. UCH hosted nine interns throughout the organization in 2021.

UCH Management signed contracts with five senior living communities: Community Cares of Rutherford County in Murfreesboro, TN; Mansfield Memorial Homes in Mansfield, OH; The Villas at Sheriden in Carey, Ohio; Columbus Colony Housing 1 in Columbus, OH; and Ken Mar apartments in Martinsville, IN.

UCH launched the Fund for Growth after receiving the largest single gift in its 106-year history of \$17.5 million. The new fund supports innovative technology, service coordination, personal care programs, community enhancements and provides resources for strategic acquisitions of middle-market independent living communities. With this new fund, The Campaign for Abundant Life expanded and set a new goal of \$45 million by 2023.

Throughout the year, UCH expanded its Service Coordination program, with the creation of NaviGuide. NaviGuide plans to enter the Columbus, OH market in first quarter 2022. NaviGuide is a monthly subscription to help older adults live independently in the home longer by providing service coordination 24-hours a day.

In July, the 136-apartment senior living community, United Church Homes – The Polaris Community was acquired in Columbus, OH. The community is UCH's first independent living community in central Ohio and features a unique blend of services focusing on community, connection and wellbeing.

Several new chaplains joined the UCH this year. Rev. Becky King became Dean of Chaplains and is now headquartered in Dayton, Rev. Andrea Mericle joined the team at The Parkvue Community, Rev. Kristen Orion came on board at The Pilgrim Manor Community and Rev. Darla Metz at The Fairhaven Community.

The Parkvue Community kicked off an extensive interior refresh to the community which is currently in progress.

In Nov., Michael Hughes joined the organization as the new Senior Executive Vice President and Chief Transformation and Innovation Officer. Michael will lead the digital project service line development, manage major change processes and drive partnerships that advance innovation and growth.

Throughout the year, the UCH Board of Directors continued its focus on diversity, equity and inclusion (DEI) by partnering with Genesis Consulting to provide extensive diversity training to the Board, senior executives, directors and community leaders. The training led to internal teams designed to keep the focus ongoing and help UCH think strategically about DEI moving forward.

Capitol Station in Indianapolis, IN, is getting a new elevator thanks to a successful refinancing effort.

The Ruth Frost Parker Center for Abundant Aging has several new Enliven courses available. Enliven is a series of virtual courses that create community and conversation around spiritual life which encourage individuals to learn, grow and share together.



### Annual Report—Rev. Izzy Harbin, IKC Treasurer

Sit on the Finance and Budget Committee, the Executive Committee, the Nominating Committee, the Anti-Racism Task Force, the Annual Gathering Committee, and the Clergy Compensation Guidelines Working Group

My primary duties as a member of the Board of Directors are as the treasurer. I am responsible for approving all expenditures through an established review process, and then physically paying our bills through the banking app. I make sure that the amount being paid matches its corresponding invoice. As treasurer, I am also on the Finance and Budget Committee. I participate in meetings and robust conversations about how the IKC spends its money and manages its cash flow.

As a member of the executive committee, I help the committee discern how the missions and ministries of the IKC are being lived. We spend time in thoughtful conversation and prayer over all the issues brought before us.

I participated in the nominating committee's process to select new board members and those who would represent the IKC at General Synod. I attended early meetings of the Anti-Racism Task Force to discuss areas of focus. I did not participate in the initial round of training that task force members are currently engaged. I will take the training when offered to the Board.

As part of the Annual Gathering Committee, I write the majority of the liturgy and work with our musicians to cultivate appropriate music. I work with the worship team to develop ideas for interactivity within worship and provide leadership during worship.

The Clergy Compensations Guideline Working Group has taken a unique approach this year to reimagining what the Guidelines can be under the umbrella of equitable compensation for all. I participated in these rich conversations and offered feedback on produced documents.

### Nominees for Indiana-Kentucky Conference Board of Directors & General Synod Delegates

#### Board of Directors

John P. Gardner (NE Clergy), Secretary  
Beth Walker (NE Lay), Moderator

#### At-Large Members

Chad Abbott (SE Clergy)  
Kimberly Armstrong (ETS Lay)  
Georgia Chambers (ETS Clergy)  
Jamesetta Ferguson (KYA Clergy)  
Izzy Harbin (NW Clergy)  
Jill Olinger (SE Lay)  
Christina Ryan Perkins (NE Clergy)

Bruce Andres (NE Lay)  
Samuel Buehrer (ETS Clergy)  
Kathi Elliott (WV Clergy)  
Kent Gilbert (KYA Clergy)  
John Jackson Sr. (NW Clergy)  
Dale Raines (KYA Clergy)  
Shawn Seals (SE Lay)

#### General Synod Delegates, Class of 2023

Luke Anderson (KYA Lay)

#### General Synod Delegates, Class of 2025

Emma Loane (KYA Clergy)  
Toni Hawkins (KYA Clergy)  
John Jackson (NW Clergy)  
Timothy Murphy (NE Clergy)  
Nikita Fischer (LL Lay)

Emily Tisheaur (KYA Lay)  
Deborah Dewey (KYA Lay)  
Sandra Mosley (NW Lay)  
Bethany Perkins (NE Lay)  
Georgia Chambers (ETS Clergy)

## Conference Reports

### 2021 Giving To Our Church's Wider Mission Basic Support

Church No	Church Name	Church City	2019	2020	2021	Church No	Church Name	Church City	2019	2020	2021
<i>Evansville Tri-State Association</i>						<i>Northeast Association (Contd)</i>					
0430	First UCC	Cynthiana	\$337.63	\$0.00	\$0.00	1090	St. John UCC	Ashley	\$0.00	\$0.00	\$0.00
0440	New Liberty UCC	Cynthiana	\$0.00	\$0.00	\$0.00	1310	Sparta UCC	Kimrell	\$0.00	\$350.00	\$200.00
0580	Bethel UCC	Evansville	\$15,025.00	\$15,440.00	\$17,140.00	1540	Temple UCC	Marion	\$3,130.00	\$2,750.00	\$3,000.00
0590	Bethlehem UCC	Evansville	\$38,040.00	\$40,189.99	\$39,965.00	1890	Salamonia UCC	Portland	\$0.00	\$0.00	\$0.00
0600	Christ Church, UCC	Evansville	\$6,339.64	\$4,500.01	\$4,400.00	2230	St. Matthew UCC	Wabash	\$0.00	\$0.00	\$0.00
0630	St. Lucas UCC	Evansville	\$2,000.00	\$2,000.00	\$2,100.00	2280	Warren UCC	Warren	\$240.00	\$0.00	\$0.00
0660	St. Paul UCC	Evansville	\$10,200.00	\$10,000.00	\$0.00	<i>Northwest Association</i>					
0670	St. Paul (German Twp)	Evansville	\$6,780.52	\$6,240.00	\$6,993.88	0230	First UCC	Bourbon	\$82.52	\$100.00	\$200.00
0680	St. Peter UCC	Evansville	\$1,729.00	\$1,624.00	\$1,762.00	0250	First UCC	Bremen	\$3,739.81	\$4,493.10	\$4,509.18
0700	Salem (Heusler) UCC	Evansville	\$2,245.00	\$0.00	\$0.00	0350	St. John UNITED	Chesterton	\$2,971.00	\$2,498.00	\$2,667.00
0720	Zion Evangelical UCC	Evansville	\$538.62	\$1,410.88	\$770.11	0410	St. John UCC	Crown Point	\$0.00	\$0.00	\$0.00
0730	Zoar UCC	Evansville	\$2,581.00	\$4,002.00	\$0.00	0420	Grace UCC	Culver	\$2,981.65	\$3,192.48	\$3,113.29
0760	St. Lucas UCC	Fort Branch	\$0.00	\$1,800.00	\$1,600.00	0560	First UCC	Elkhart	\$5,000.00	\$5,000.00	\$5,000.00
0770	St. Paul UCC	Fort Branch	\$1,000.00	\$1,000.00	\$1,000.00	0570	St. John UCC	Elkhart	\$1,300.00	\$2,600.00	\$0.00
1005	Unity Fellowship	Owensboro	\$0.00	\$0.00	\$0.00	0835	St. James Salem UCC	Francesville	\$2,500.00	\$1,250.00	\$2,500.00
1640	Immanuel UCC	Mount Vernon	\$120.00	\$100.00	\$25.00	0900	Trinity UCC	Gary	\$1,000.00	\$1,250.00	\$1,250.00
1650	Trinity UCC	Mount Vernon	\$2,570.33	\$1,801.96	\$3,253.20	0960	Plymouth UCC	Goshen	\$2,887.50	\$3,150.00	\$2,625.00
1660	Zion (Lippe) UCC	Mount Vernon	\$5,000.00	\$5,000.00	\$5,000.00	1025	Faith UCC	Hammond	\$0.00	\$0.00	\$0.00
1720	Zion UCC	Newburgh	\$1,105.00	\$3,001.30	\$3,070.20	1040	Immanuel UCC	Highland	\$3,333.33	\$1,400.00	\$993.64
2240	St. Peter UCC	Wadesville	\$3,200.00	\$0.00	\$0.00	1370	Immanuel UCC	Lafayette	13000	10000	10000
2410	Zion UCC	Henderson	\$3,000.00	\$1,843.38	\$0.00	1550	St. John UCC	Madaryville	\$1,067.00	\$860.00	\$804.00
2640	United Church of Paducah	Paducah	\$25.00	\$300.00	\$1,040.00	1570	Peace UCC	Merrillville	\$757.00	\$1,576.00	\$363.00
<i>Kentuckiana Association</i>						<i>Southeast Association</i>					
1300	St. Luke UCC	Jeffersonville	\$4,668.75	\$3,285.09	\$2,643.50	1600	St. John UCC	Michigan City	\$9,391.00	\$10,636.08	\$8,497.00
1520	St. John UCC	Madison	\$0.00	\$0.00	\$0.00	1810	First UCC	Plymouth	\$500.00	\$100.00	\$0.00
1710	St. Mark UCC	New Albany	\$5,250.00	\$7,350.00	\$5,250.00	2020	St. Peter UCC	South Bend	\$1,145.50	\$1,193.00	\$1,466.25
1740	Salem UCC	New Middletown	\$500.00	\$500.00	\$500.00	2030	Zion UCC	South Bend	\$12,000.00	\$12,000.00	\$12,000.00
2415	Bluegrass UCC	Lexington	\$0.00	\$1,500.00	\$0.00	2185	Union Community UCC	Valparaiso	\$600.00	\$600.00	\$600.00
2430	Bethany UCC	Louisville	\$180.00	\$145.00	\$130.00	2250	Zion UCC	Wakarusa	\$275.00	\$300.00	\$250.00
2450	Bethlehem UCC	Louisville	\$280.00	\$346.25	\$0.00	2270	Salem UCC	Wanatah	\$0.00	\$5,094.34	\$2,069.00
2460	Chapel Hill UCC	Louisville	\$939.00	\$380.00	\$215.00	2370	St. John UCC	Woodland	\$1,900.00	\$2,530.00	\$2,550.00
2475	Faith Community Church	Louisville	\$2,230.00	\$2,600.00	\$2,430.00	<i>Southeast Association</i>					
2480	Grace Immanuel UCC	Louisville	\$3,000.00	\$3,000.00	\$3,000.00	0135	Prince of Peace UCC	Bargersville	\$4,047.00	\$3,000.00	\$2,820.00
2490	Immanuel UCC	Louisville	\$5,200.00	\$3,500.00	\$5,300.00	0140	St. John UCC	Batesville	\$1,976.00	\$2,736.00	\$1,646.00
2500	Lynchurst UCC	Louisville	\$3,000.00	\$2,000.00	\$2,000.00	0175	First United Church	Bloomington	\$9,000.00	\$10,000.00	\$10,000.00
2510	Plymouth UCC	Louisville	\$0.00	\$0.00	\$0.00	0320	St. Peter's UCC	Carmel	\$13,594.52	\$11,946.99	\$5,991.05
2520	St. Andrew UCC	Louisville	\$4,600.00	\$5,107.00	\$5,885.00	0520	Old Union UCC	Edinburgh	\$1,000.00	\$1,000.00	\$0.00
2540	St. John UCC	Louisville	\$0.00	\$500.00	\$0.00	0990	Congregational Christ	Hazerstown	\$291.00	\$0.00	\$367.00
2570	St. Peter UCC	Louisville	\$0.00	\$0.00	\$0.00	1000	Metanoia: Church of Tr	Indianapolis	\$0.00	\$0.00	\$2,000.00
2580	St. Stephen UCC	Louisville	\$4,100.44	\$1,090.92	\$100.00	1130	Ellenberger UCC	Indianapolis	\$500.00	\$0.00	\$0.00
<i>Lincolnland Association</i>						<i>Wabash Valley Association</i>					
0200	St. John UCC	Boonville	\$1,000.00	\$1,000.00	\$1,000.00	1140	Faith UCC	Indianapolis	\$2,000.00	\$2,000.00	\$2,000.00
0260	St. John UCC	Bretzville	\$0.00	\$0.00	\$25.00	1150	First Congregational U	Indianapolis	\$18,561.04	\$15,191.00	\$17,875.00
0310	St. John UCC	Cannelton	\$1,000.00	\$0.00	\$0.00	1170	Friedens UCC	Indianapolis	\$20,000.00	\$20,000.00	\$20,000.00
0360	Zion UCC	Chrisney	\$1,300.00	\$1,400.00	\$1,400.00	1200	Immanuel UCC	Indianapolis	\$17,041.67	\$19,958.29	\$17,500.00
0490	St. Peter's UCC	Dubois	\$2,000.00	\$0.00	\$2,020.00	1220	Pleasant Run UCC	Indianapolis	\$60.00	\$0.00	\$40.00
0540	Zion UCC	Elberfeld	\$325.00	\$0.00	\$0.00	1230	St. John's UCC	Indianapolis	\$6,750.00	\$6,600.00	\$13,200.00
0550	Zoar UCC	Elberfeld	\$0.00	\$0.00	\$0.00	1240	St. John (Cumberland)	Indianapolis	\$5,000.00	\$5,000.00	\$5,000.00
1050	Augustana UCC	Holland	\$1,000.00	\$500.00	\$650.00	1270	Zion Evangelical UCC	Indianapolis	\$15,000.00	\$15,000.00	\$15,000.00
1060	St. Paul UCC	Holland	\$1,664.00	\$1,248.00	\$1,664.00	1280	Zion (Troy Ave) UCC	Indianapolis	\$8,163.78	\$1,347.91	\$3,410.39
1100	Salem UCC	Huntingburg	\$2,500.00	\$2,500.00	\$0.00	1800	St. Peter UCC	Ossage	\$0.00	\$0.00	\$160.00
1290	Trinity UCC	Jasper	\$6,000.00	\$6,000.00	\$6,000.00	1850	First UCC	Rising Sun	\$100.00	\$100.00	\$0.00
1380	St. John UCC	Lamar	\$0.00	\$0.00	\$0.00	1940	Evangelical UCC	Shelbyville	\$245.00	\$755.00	\$935.00
1390	St. Peter UCC	Lamar	\$12,749.50	\$13,750.00	\$13,875.00	2080	St. John (Perntown) UC	Sumner	\$5,830.00	\$2,655.00	\$1,718.00
1395	Trinity (Fulda) UCC	Lamar	\$0.00	\$250.00	\$0.00	<i>Wabash Valley Association</i>					
2100	Evangelical UCC	Tell City	\$10,750.00	\$5,500.00	\$5,500.00	0340	St. John UCC	Center Point	\$0.00	\$3,958.00	\$2,165.50
<i>Northeast Association</i>						0370	First UCC	Clay City	\$8,195.00	\$7,930.00	\$7,090.00
0100	First Congregational U	Angola	\$7,962.50	\$7,895.00	\$8,004.00	0860	St. Luke UCC	Frankfort	\$0.00	\$0.00	\$0.00
0155	Cross UCC	Berne	\$2,224.55	\$580.95	\$542.30	1480	Saron UCC	Linton	\$2,400.00	\$0.00	\$2,400.00
0165	New Hope UCC	Bippus	\$2,250.00	\$3,750.00	\$3,000.00	1820	Zion UCC	Poland	\$0.00	\$0.00	\$0.00
0470	Zion UCC	Decatur	\$10,500.00	\$12,000.00	\$12,504.00	1870	Community Church	Russellville	\$2,900.00	\$5,800.00	\$2,900.00
0778	Grace St John UCC	Fort Wayne	\$1,123.26	\$1,125.86	\$0.00	2130	St. Mark UCC	Terre Haute	\$5,100.00	\$5,100.00	\$5,150.00
0780	Peace UCC	Fort Wayne	\$5,019.00	\$0.00	\$0.00	2220	St. John UCC	Vincennes	\$8,500.00	\$5,000.00	\$8,000.00
0790	Plymouth UCC	Fort Wayne	\$35,000.00	\$35,700.00	\$35,000.00	2310	Salem UCC	Westphalia	\$2,225.00	\$1,890.00	\$1,325.00
0810	Salem UCC	Fort Wayne	\$3,020.00	\$1,975.00	\$1,025.00	2320	Bethany UCC	West Terre Haute	\$0.00	\$0.00	\$1,200.00
						2360	Pleasant Hill UCC	Winzate	\$0.00	\$0.00	\$0.00

#### Indiana-Kentucky Conference Demographic Info Program

The Conference has contracted with MissionInsite to provide the most up to date demographic data that will help in your ministry. MissionInsite provides tools for evangelism, church growth and congregational planning.

All congregation in the IKC can access the information available at no cost to the users. OCWM contributions provide this resource for our congregations.



For more information, visit the <https://missioninsite.com/>

## Conference Reports

### 2021 Financial Highlights

As we reflect on 2021, we began to emerge from the pandemic toward the end of the year and many of our churches began to return to in-person worship. We recognize that the pandemic continued to play a role in the finances of the conference, but thankfully, did not have as great an impact as it could have.

- ◆ OCWM giving did exceed budgeted amount, but continues to remain stagnant,
- ◆ Office expenses remained steady, and
- ◆ Board expenses remained low as it continued to meet via ZOOM.
- ◆ We revised our endowment funds to reflect the mission and ministry of the conference (which you'll hear more about later), and
- ◆ Have created new annual grant opportunities for individuals and churches.
- ◆ Individual gifts were up, and to those who gave, we say thank you.
- ◆ Overall, the conference is moving in a growth direction with room for continued improvement in OCWM and Individual giving.

Overall, if there is a positive to the pandemic, it has allowed us to operate within budget, increase staff costs, and focus more on mission and ministry. However, the conference is hoping to facilitate more growth, change, and transformation in its member churches and acknowledges that we are still in a rebuilding phase. How can you help?

1. If your church contributes to OCWM, we thank you and ask you to consider increasing your contribution.
2. If your church does not contribute to OCWM, we would like to encourage you to give, no matter how small the gift may be. Ultimately, every dollar counts.
3. If you are giving to the conference as an individual, we thank you for that personal sacrifice, but also ask that you prayerfully consider increasing your gift.
4. If you are not giving to the conference individually, we would like to encourage you to give, no matter how small the gift may be. This can be a one-time gift, or a monthly donation of even as little as \$5.00.
5. If you are feeling particularly generous, please talk to Conference Staff about contributing to the longevity of the Conference through planned giving. In this way, you will contribute to the work of the church for years to come.



Rev. Izzy Harbin, IKC Treasurer

Income Source	2019 Actual	2020 Actual	2021 Actual	2021 Budget
Total Operating Income	535,912	528,808	459,952	470,000
Total Operating Expense	535,677	520,209	419,360	521,750
<b>Net Operating Income (Expense)</b>	<b>235</b>	<b>8,600</b>	<b>40,592</b>	<b>(51,750)</b>

**Congratulations to these Indiana-Kentucky Conference Congregations!      5 for 5 in 2021!**

<p><b><u>Evansville Tri-State Association</u></b> Bethlehem UCC, Evansville Christ Church, UCC, Evansville</p> <p><b><u>Kentuckiana Association</u></b> St. Mark UCC, New Albany Immanuel UCC, Louisville Lynnhurst UCC, Louisville Bethany UCC, Louisville Chapel Hill UCC, Louisville Faith Community Church UCC, Louisville St. Andrew UCC, Louisville St. Stephen UCC, Louisville Paducah UCC, Paducah</p> <p><b><u>Lincolnland Association</u></b> Augustana UCC, Holland St. Paul UCC, Holland Evangelical UCC, Tell City</p>	<p><b><u>Northeast Association</u></b> First Congregational UCC, Angola New Hope UCC, Bippus Zion UCC, Decatur Plymouth UCC, Fort Wayne</p> <p><b><u>Northwest Association</u></b> First UCC, Bourbon First UCC, Bremen</p>	<p><b><u>Northwest Association (Contd)</u></b> St. James Salem UCC, Francesville Plymouth UCC, Goshen Immanuel UCC, Lafayette St. John UCC, Michigan City Union Community UCC, Valparaiso Salem UCC, Wanatah</p> <p><b><u>Southeast Association</u></b> Prince of Peace UCC, Bargersville St. John's UCC, Batesville Immanuel UCC, Indianapolis St. Johns (Southport) UCC, Indianapolis St. John (Cumberland) UCC, Indianapolis Zion Evangelical UCC, Indianapolis Zion (Troy Ave) UCC, Indianapolis Evangelical UCC, Shelbyville</p> <p><b><u>Wabash Valley Association</u></b> St. Mark UCC, Terre Haute</p>
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**Property Insurance**

**Automobile Insurance**

**Liability Insurance**

**Workers' Compensation**

*Our mission is to support and protect your church and ministry with superior property and casualty risk management and insurance services.*

*Subscribe to our newsletter, The Steward, at our website*

<https://www.insuranceboard.org/>

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